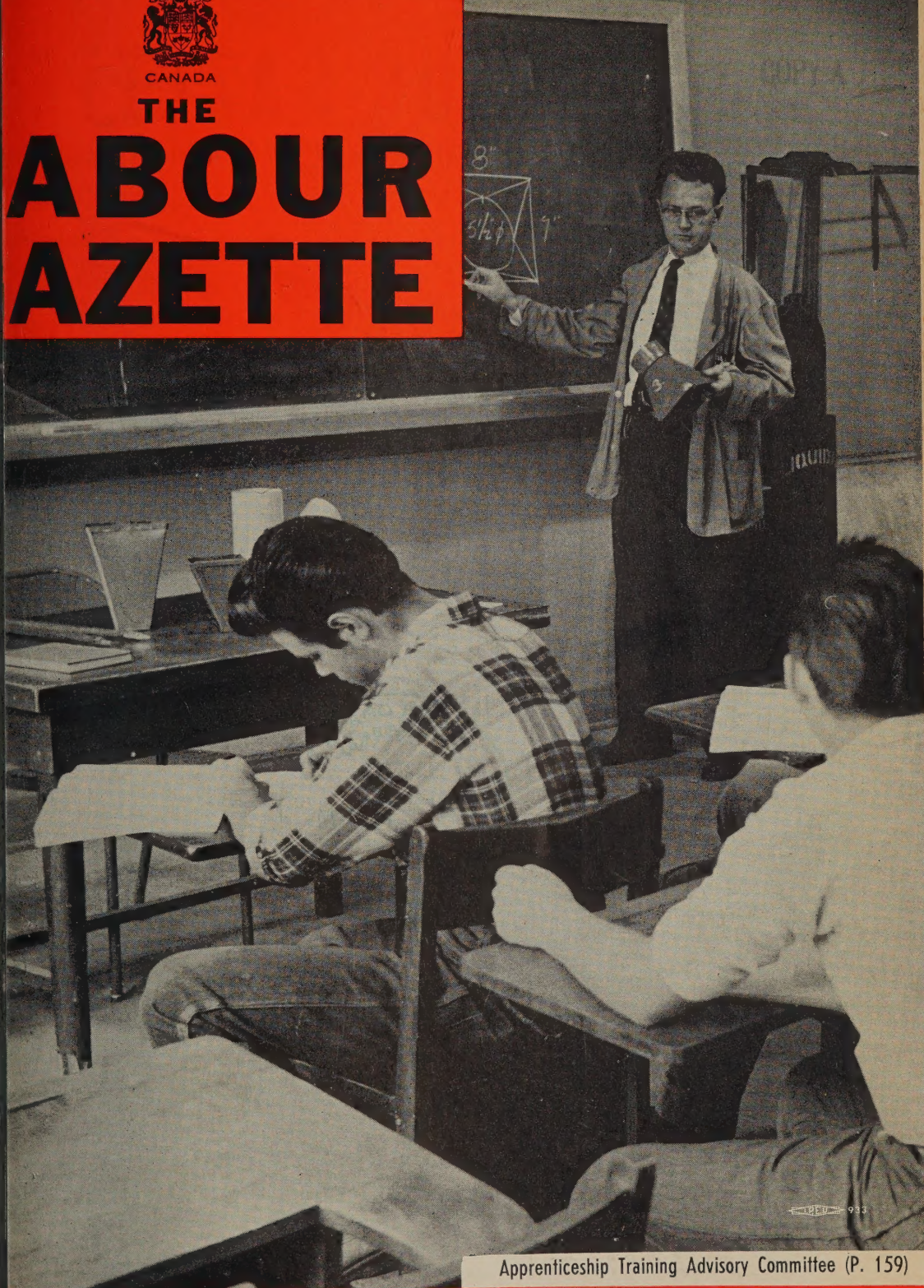




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Apprenticeship Training Advisory Committee (P. 159)

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Current Manpower Situation

*Employment expansion proceeded more slowly in the last half of 1959 than in the earlier part of the year. Although some of the retarding influences had dispersed by the year's end, resulting in an accelerated advance in some goods-producing industries, housebuilding slowed down. The decline in employment between December and January was no greater than usual, and employment was almost 3 per cent higher than last year. The rise in unemployment was somewhat greater than usual for this time of year, partly because of the relatively small seasonal reduction in the labour force.*

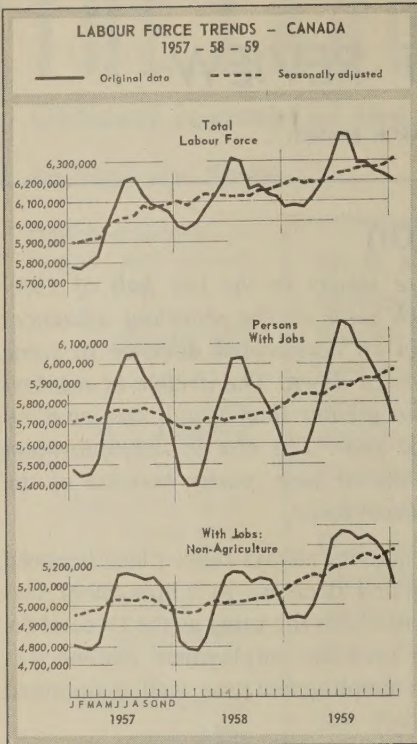
The most pronounced drop in seasonal activity always takes place between December and January. This year the estimated decrease in employment was 162,000, considerably greater than last year but about the same as the December-January average of the past six winters. For men the employment decline was somewhat greater than usual but for women employment was well maintained for the time of year.

In the construction industry, which normally accounts for a large part of the winter slackness, the decline in employment over the December-January period was greater than that of any year in the past decade. The most noticeable weakness was in housing. The number of new units started during the month was at least 20 per cent less than in January 1959. Little improvement in the level of housebuilding activity is expected, at least during the next two months. The number of housing units under construction was quite high, although down from a year ago. In non-residential construction, shortages of structural steel were still being felt in some areas; this may have resulted in the postponement of some projects until spring. There is, however, a substantial amount of non-residential construction work on hand, which should maintain activity in this sector well into this year.

Manufacturing employment, though declining seasonally, was supported by the resumption of automobile production that followed the settlement of the steel strike in the United States. Although employment estimates in the industry are not yet available for January, output figures (20 per cent more than in January 1959) indicate that the industry was operating close to full capacity. Seasonal rehiring of workers was underway in the textile industry and operations in most iron and steel products industries (agricultural implements was an important exception) were at very high levels. Conditions in the building materials industries were somewhat less buoyant, and there was little sign of an early recovery in aircraft and railway rolling stock firms.

The number of persons with jobs was up 161,000 or almost 3 per cent from January 1959. More than 85 per cent of the additional jobs were in the trade and service industries, which continue to play an increasingly important





role in the provision of new job opportunities. In January, for example, 25 per cent of total employment was in the service industry, compared with 21 per cent in the same month five years ago.

The increasing emphasis on service-producing industries is reflected in differing rates of employment growth for men and women. Over the year, the number of employed males increased by 86,000 or 2 per cent; the number of women job holders increased by 75,000, or 5 per cent. The relatively strong demand for female workers has had little effect on unemployment among women; in fact, the number of women unemployed was somewhat higher than last year. The demand has had the effect of persuading a greater proportion of the adult female population to enter the labour force. In the period 1953-59 this proportion increased steadily from 23.4 per cent to 26.7 per cent.

## Unemployment in January

The number without jobs and seeking work in January was estimated to be 504,000. The increase from December (134,000) was greater than normal, in part because of the small reduction in the labour force compared with earlier years and in part because of the weakness in residential construction. The January figure was 8.1 per cent of the labour force compared with 8.9 per cent last year. In addition to the job seekers, an estimated 42,000 were on temporary layoff; this was about the same number as last year at this time.

Of the 504,000 job seekers in January, 444,000 were men and 60,000 were women. About one-third were in the under-25-year age group and one-quarter were over 45 years. More than half came from the primary industries, construction, and transportation. These highly seasonal industries together accounted for 70 per cent of the increase in job seekers between last August and this January.

About 400,000 persons, or 80 per cent of the total, had been looking for work for three months or less. This would include the majority of those unemployed for seasonal or frictional reasons. Of the remainder, about 63,000 had been looking for work for four to six months and 41,000 for more than six months. Last year in January, 387,000 had been looking for work for three months or less, 93,000 for four to six months, and 58,000 for more than six months. These figures show that there were considerably fewer long-term unemployed in January than at the same time last year.

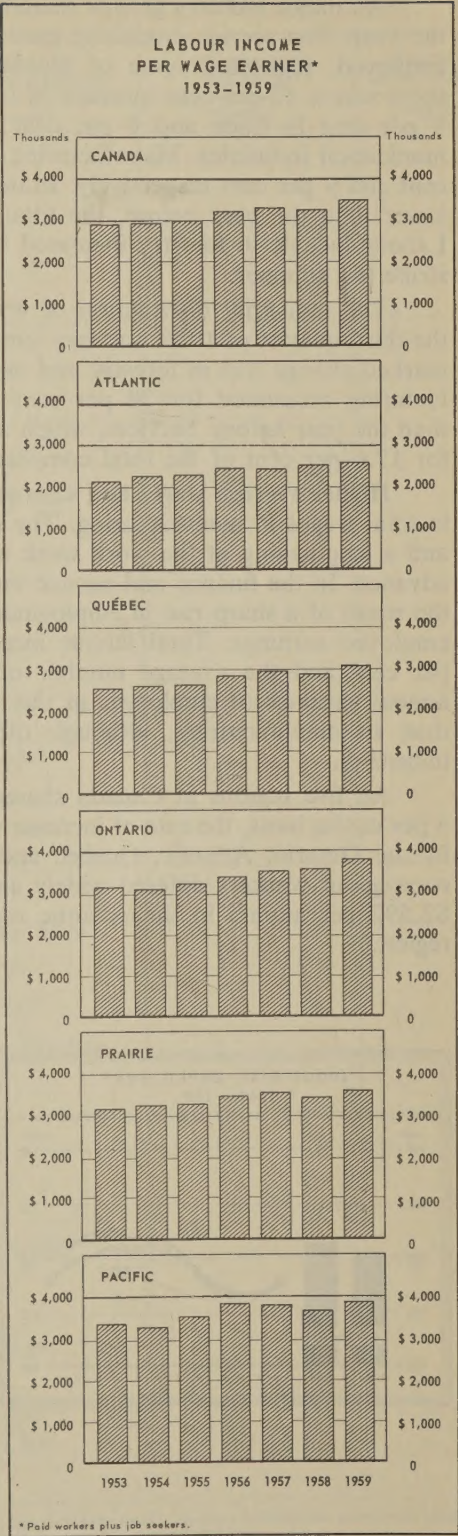


# Labour Income

Wages, salaries and supplementary labour income rose steadily during 1959, reaching a total of \$17.7 billion for the year as a whole. This was 8 per cent above the corresponding figure in 1958, which in turn was up 2.5 per cent from 1957. Increases in the price of consumer goods and services in 1959 were generally small so that the additional labour income earned during the year was for the most part a real addition to total wages and salaries.

The rise in total labour income in 1959 reflected increases in employee earnings, employment expansion and changes in the industrial distribution of employment. The average number of paid workers rose by 168,000 or 3.7 per cent between 1958 and 1959. Average annual earnings of wage and salary earners rose from \$3,298 in 1958 to \$3,479 in 1959. Higher wage rates and longer weekly hours combined to raise the level of per worker labour income during the year. As may be seen from the accompanying chart, this increase was considerably larger than that of most recent years.

Of the factors that determine the average level of income of wage earners, a good deal of the improvement during 1959 came from increased wage rates. Average weekly hours showed a relatively small increase; there was a gain of almost half an hour a week in manufacturing but in a few industries, notably construction, the work week was shorter than in the previous year. The change to higher wage rates is evident in a review of collective agreements. Of the collective agreements covering 500 or more workers that were signed in the first half of 1959, approximately two-thirds of those with a one-year term provided for increases of 5 to 10 cents an hour on base rates.



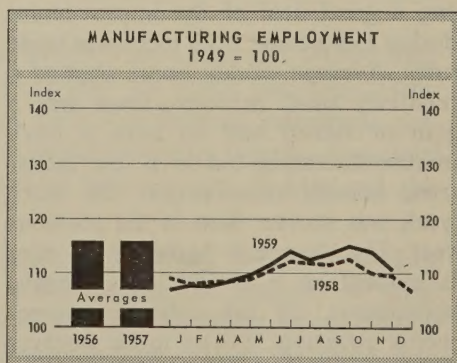
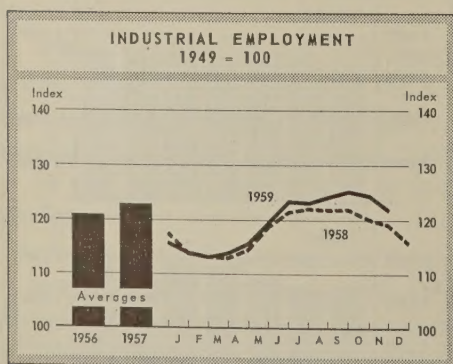


All major industry groups shared in the expansion of labour income during the year. The service-producing group, with a marked increase in the number employed, registered some of the largest advances. In finance and services there was a 12-per-cent increase in labour income. Labour income was up by 7 per cent in trade and 6 per cent in the transportation, storage and communication industries. Manufacturing and construction recorded gains of 6 per cent and 9 per cent respectively. In mining, where the level of employment was lower than the year before, the total wage bill was about 5 per cent higher. Labour income in forestry increased by only 3 per cent, partly because of the strike last summer.

The industrial distribution of wages and salaries received by workers in the third quarter of 1959 was very similar to that of the previous year. The only marked change was in forestry and even this was of a transitory nature. Manufacturing accounted for 28 per cent of total labour income, fractionally less than the year before. Services, which are next in order of size, were responsible for 17.6 per cent of the total compared with 17.0 per cent in 1958.

Higher average wages and salaries were mainly responsible for the increase in total wages in manufacturing. The combined effects of improved wage rates and a lengthening of the work week accounted for a large part of the over-all advance. In the finance and service industries, increases in labour income were the result of a sharp rise in employment and a considerable increase in average employee earnings. Total labour income in these industries increased by 12 per cent and the average number of paid workers by 7 per cent. Average annual earnings of employees in this group of industries rose somewhat more than in manufacturing, although they remained low compared with other industries.

All five regions in Canada shared in the rise in total labour income. On a per capita basis, the rate of increase was largest in the Pacific region, followed by the Ontario, Atlantic, Quebec and Prairie regions, in that order. Average earnings of workers differed widely among the various regions, from a low of \$2,592 per annum in the Atlantic region to a high of \$3,878 in the Pacific region.





# CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1960

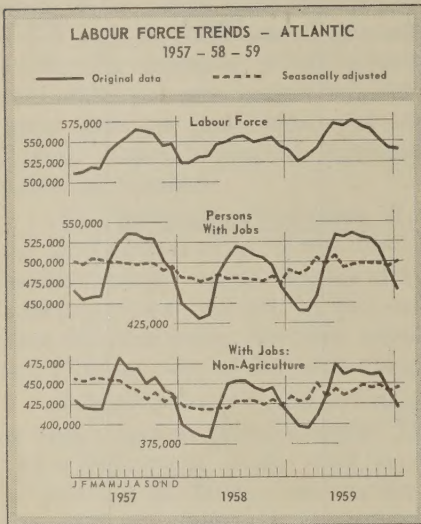
	SUBSTANTIAL LABOUR SURPLUS		MODERATE LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
	Group 1		Group 2		Group 3		Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← EDMONTON ← HAMILTON ← MONTREAL ← Quebec-Levis St. John's TORONTO ← Vancouver- New Westminster Windsor WINNIPEG ←		Halifax Ottawa-Hull				
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Fort William— Port Arthur Joliette Lac St. Jean Moncton New Glasgow NIAGARA PENINSULA ← Peterborough ROUYN— VAL D'OR ← SARNIA ← Shawinigan Sherbrooke SYDNEY ← TIMMINS— KIRKLAND LAKE ← Trois Rivières		Guelph Kingston KITCHENER ← London Oshawa Saint John Sudbury Victoria				
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Barrie BRANDON ← Charlottetown CHATHAM ← Prince Albert Rivière du Loup Thetford-Megantic —St. Georges Yorkton		Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon				
MINOR AREAS (labour force 10,000-25,000)	Bathurst BEAUHARNOIS ← BELLEVILLE— TRENTON ← Bracebridge BRAMPTON ← Bridgewater CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← Chilliwack CRANBROOK ← Dauphin Dawson Creek Drummondville EDMUNDSTON ← FREDERICTON ← Gaspé CODERICH ← Grand Falls Kentville Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound PEMBROKE ← Portage La Prairie Prince George PRINCE RUPERT ← Quebec North Shore Rimouski Ste Agathe— St. Jérôme (Continued in col. 3)		Drumheller Galt Kamloops Lachute—Ste. Thérèse Listowel Medicine Hat St. Thomas Sault Ste Marie STRATFORD ← Swift Current Woodstock—Tillsonburg		Kitimat		
			Group 1 (concl'd) ST. HYACINTHE ← ST. JEAN ← St. Stephen SIMCOE ← Sorel Summerside TRAIL-NELSON ← Truro Valleyfield Victoriaville WALKERTON ← WEYBURN ← Woodstock, N.B. Yarmouth				

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, November 1959 issue.



# Employment Situation in Local Areas

## ATLANTIC



Employment in the Atlantic region declined seasonally during January. The number of persons with jobs fell by an estimated 22,000 to 466,000 between December and January. Compared with a year ago, employment was 10,000 higher and unemployment was moderately lower. Employment contractions during the month were heaviest in outdoor activities, notably construction. Retail trade experienced the usual post-Christmas lull, resulting in the release of a fairly large number of workers. The Eastern Car Company plant in New Glasgow, which employs 1,000 to 1,200 workers when operating at capacity, remained at a virtual standstill during the month. Elsewhere in manufacturing employment

changes over the year were generally small.

The general economic picture was somewhat brighter than in January last year. The renewed strength shown by lumbering and logging during recent months has contributed to employment expansion in other industries. Manufacturing employment in Newfoundland was substantially higher than a year ago. In the three Maritime provinces, the recovery in manufacturing was curbed by weaknesses in transportation equipment, notably shipbuilding and railway rolling stock.

During the month four labour market areas were reclassified to categories denoting higher unemployment. At the end of January, the area classification was the same as last year: in substantial surplus, 19; in moderate surplus, 2.

### Local Area Developments

**St. John's** (metropolitan) remained in Group 1. Winter weather caused further layoffs in the construction industry during the month. Construction employment remained considerably higher than a year ago, but some of the larger projects that provided employment last winter were nearly completed. Total industrial employment in November was about 8 per cent higher than the year before.

**Halifax** (metropolitan) remained in Group 2. Employment in this area remained fairly stable during January. Apart from the pulp mill, which closed down because of over-production, manufacturing plants in the area showed renewed strength. Increased hirings at the shipyards made up for the release of 100 workers at the pulp mill. Aircraft and clothing manufacture showed relatively small employment gains. Favourable weather continued to aid the construction industry. At latest report, construction employment was 11 per cent higher than a year earlier.

**Sydney** (major industrial) was reclassified from Group 2 to Group 1. The coal mining industry, which together with iron and steel manufacturing is the mainstay of the local economy, has shown continuing signs of serious dislocation



## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	January 1960	January 1959	January 1960	January 1959	January 1960	January 1959
Metropolitan.....	10	8	2	4	—	—
Major Industrial.....	18	18	8	8	—	—
Major Agricultural.....	8	8	6	6	—	—
Minor.....	46	44	11	13	1	1
Total.....	82	78	27	31	1	1

during the past few months. Other fuels have made intensive inroads on the coal market in recent years. Periodic shutdowns occurred last year to bring production more closely in line with sales, and a series of temporary closures that will affect some 6,500 workers will be resumed early this year.

The iron and steel industries have been busier in recent months than they were a year ago, although the advances in output have been accompanied by relatively small employment gains. The construction industry showed continuing vigour during January, but fishing activities were hampered by poor weather.

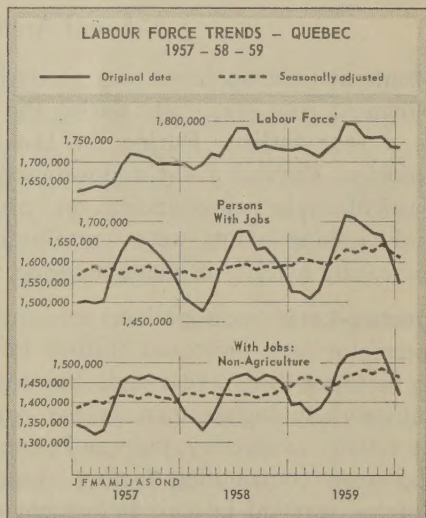
**Campbellton, Edmundston and Fredericton** (minor) were reclassified from Group 2 to Group 1.

## QUEBEC

Employment in the Quebec region declined more than usual between December and January. In January the number of persons with jobs was estimated at 1,546,000, some 65,000 fewer than in the previous month but 19,000 more than a year earlier. More than 90 per cent of the decline occurred in non-agricultural activities, principally in construction, forestry, manufacturing and transportation.

The construction industry figured most prominently in the employment decline. This was due in part to the reduction in housebuilding. Non-residential construction was well maintained for this time of the year, although bad weather caused some unexpected work curtailment on development projects.

The usual seasonal contractions in employment took place in the transportation industry group. Employment levels in rail and highway industries were about the same as a year ago. Shipping was more active this winter than last year, resulting in an increase in waterfront activity, especially in the port of Quebec.





Metal mining showed continuing strength; in asbestos mining, however, marketing difficulties caused a temporary layoff of about 500 men.

Employment in forestry fell off sharply after Christmas, but during January it remained substantially higher than a year earlier. Reports from the field indicated that pulpwood operations, at mid-month, employed about 4,000 more men than at the same time a year ago.

There was a more-than-usual seasonal decline in manufacturing employment during the last quarter of 1959, and in January conditions appeared to be generally less buoyant than a year earlier. Much of the change may be attributed to a slower upturn in the clothing industry this year. In primary textiles, effects of the long labour dispute at Magog were being felt in plants at Trois Rivières and Sherbrooke. On the other hand, the iron and steel industry, which showed a strong advance in the last half of 1959, reported continuing strength in January. Increasing world demand for aluminum resulted in greater use of smelting capacity, which will bring about the rehiring of several hundred workers. In the transportation equipment group, activity picked up as aircraft firms started work on a new contract. Employment was higher than last year in the shipyards in this region.

Unemployment increased sharply during the month but remained at a lower level than a year earlier; as a result, labour supply was higher in eight and lower in thirteen areas than last year, and in the remaining three areas it was about the same as the year before. At the end of January the area classification was as follows (last year's figures in brackets): in substantial surplus, 23 (22); in moderate surplus, 1 (2).

### Local Area Developments

**Montreal** (metropolitan) was reclassified from Group 2 to Group 1. Unemployment rose seasonally during the month and was at about the same level as a year earlier. During the last quarter of 1959 employment, seasonally adjusted, showed a slight downward trend. Lower activities in construction, particularly in housebuilding, and production declines in construction materials and clothing plants were contributing factors. In January, reports indicated increasing activity in manufacturing.

**Quebec-Levis** (metropolitan) remained in Group 1. Owing to seasonal factors unemployment increased further in the area. Its level, however, continued to be lower than a year ago. Employment during the last quarter of 1959 was substantially higher than in the comparable period in 1958. Higher levels of activity in forestry, pulp and paper, textiles and shipbuilding industries were the main contributing factors. Increased waterfront activity in the port of Quebec resulted in the employment of several hundred workers.

**Rouyn-Val d'Or** (major industrial) was reclassified from Group 2 to Group 1. Seasonal slackening in employment was responsible for the reclassification. Mining and forestry employment were reported to be holding up well.

**Beauharnois, St. Hyacinthe and St. Jean** (minor) were reclassified from Group 2 to Group 1.



## ONTARIO

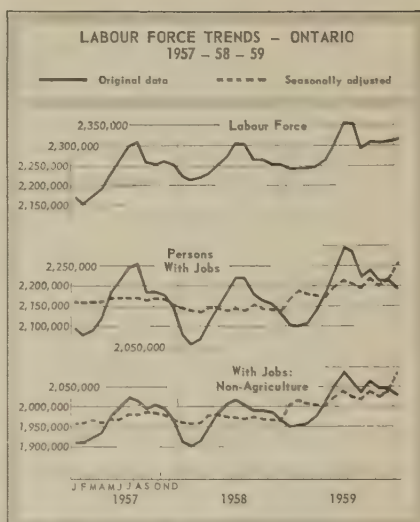
In Ontario, the number of persons with jobs in January was estimated to be 2,189,000, only 23,000 less than the previous month and 87,000—more than 4 per cent—more than in January last year. The change between December and January, one of the smallest on record, resulted in part from a high level of activity in manufacturing. Apart from agricultural implement manufacturing, where order cancellations caused some layoffs, output and employment were at record levels in the iron and steel products industry, and they were also quite high in the manufacture of motor vehicles and parts. In the aircraft and railway rolling stock industries, the latest employment figures show declines of 61 per cent and 7 per cent respectively from a year ago, and slackness also continued in heavy electrical machinery. In other parts of manufacturing, employment was well above a year earlier but not up to the record levels of 1956-57.

A sharp drop in new housing was reported in Toronto and, to a lesser extent, in other parts of the region. At the end of the year the volume under construction was down only 2 per cent from 12 months earlier, but at least one-third fewer new units were started in January. The decline in housing was partly compensated for by increased activity in other types of construction. Nevertheless, layoffs of construction workers were considerably heavier this winter than last.

Over-all employment remained higher than last year in most areas. The most recent figures indicate year-to-year increases of at least 5 per cent in Oshawa, Hamilton, Sudbury, Sault Ste. Marie and Kitchener, and smaller gains in most other centres. Because of the heavy layoffs in construction, however, the unemployment level was not very different from last winter in most areas, and somewhat higher in some. The classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 21 (17); in moderate surplus, 13 (17).

### Local Area Developments

**Toronto** (metropolitan) was reclassified from Group 2 to Group 1. Increases in the numbers unemployed during January occurred mainly in construction and transportation occupations, caused by a sharp drop in new housing and some shortages of structural steel. In most manufacturing centres, firms were increasing production during January after year-end shutdowns, several firms recalling workers earlier than usual. Total employment was somewhat higher than last year. An increase in services, construction and iron and steel products more than offset the drop in aircraft employment that occurred last spring. The number of registrations at NES offices was somewhat higher than a year earlier, notably in construction trades.





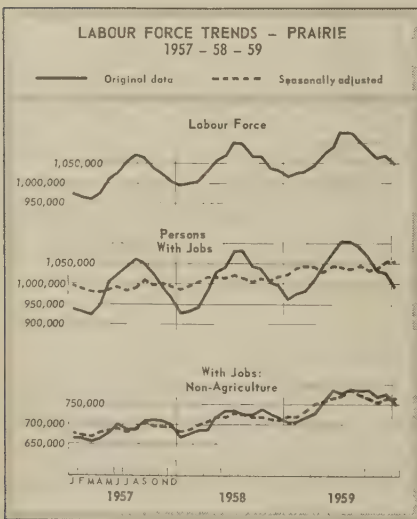
**Hamilton** (metropolitan) was reclassified from Group 2 to Group 1. Registrations at the NES office increased seasonally but were down more than 10 per cent from a year earlier. Employment, at latest count, was up 6 per cent over the year. Primary steel manufacturing continued to operate at capacity during January. The 1960 production of farm implements got underway and there was additional hiring in iron and steel manufacturing as a result of the settlement of the steel strike in the U.S. Employment in railway rolling stock manufacture was still at a very low level.

**Brantford** (major industrial) was reclassified from Group 2 to Group 1. The increase in unemployment was caused mainly by a drop in construction activity and some layoffs in manufacturing. In the production of farm implements, operations were reduced from a two-shift to a one-shift basis. In other manufacturing industries of the area, activity was well maintained during the month.

**Niagara Peninsula** (major industrial) was reclassified from Group 2 to Group 1, resulting mainly from a decline in construction, the release of temporary sales help and small layoffs in textiles and pulp and paper manufacturing. Employment continued to increase in motor vehicle parts manufacturing. These and most other plants were busier than at the beginning of last year.

**Thirteen other areas** were reclassified to categories denoting increased unemployment during January, mainly as a result of seasonal layoffs. These areas were: Kitchener, Sarnia, Timmins-Kirkland Lake, Chatham, Belleville-Trenton, Brampton, Goderich, North Bay, Pembroke, Simcoe, Stratford, Walkerton.

## PRAIRIE



The usual large seasonal decline in employment occurred between December and January, the estimate of persons with jobs declining by 37,000 to 991,000. This was still 30,000 higher than a year earlier; non-farm employment was 45,000 higher. The change during the month occurred in both non-farm industries and in agriculture, which moved towards the seasonal mid-winter low point in employment. Mild weather reduced the demand for help on stock farms, so that only some chore men and farm couples were being sought.

A heavy over-all reduction in construction employment occurred during the month, consisting chiefly of small, widely distributed layoffs. Mild weather,

however, enabled some work to be carried on at a number of large construction projects. Workers at the site of the South Saskatchewan River Dam numbered about 300, and work continued at the hydro and mining projects in northern Manitoba in spite of a fire at Kelsey that damaged power generation installations. Almost 200 men began clearing brush and usable timber from the



reservoir area of a new hydro site, Squaw Rapids, on the Saskatchewan River some distance northeast of Prince Albert.

Cement plants, pipe makers, and many other manufacturers reduced production to lower levels, some closing briefly for overhaul and installation of new equipment. Three sugar refineries in the Lethbridge area of Alberta closed down when processing of the 1959 sugar beet crop was completed. Packing plants made staff reductions following a heavy run of hog deliveries in the last week of December and the first week of January that helped to maintain employment in the early part of the month. In this two-week period, shipments of hogs from prairie points were more than 40 per cent higher than in the same period a year earlier. Some employment increases occurred during the month in manufacturing; production schedules for spring sales were initiated in clothing, leather goods, and farm machinery enterprises.

Unemployment increased sharply in all 20 labour market areas. Five were reclassified to categories indicating changes from moderate to substantial labour surplus. At the end of January, the over-all classification was the same as a year earlier, with 11 areas in substantial surplus and 9 in moderate surplus.

### Local Area Developments

**Calgary, Edmonton and Winnipeg** (metropolitan) were reclassified from Group 2 to Group 1. Construction, manufacturing and transportation activities moved towards seasonal employment lows, and layoffs of workers in nearly all industries increased the total registered at National Employment Service offices in these three prairie centres to a number fractionally above the year-earlier figure.

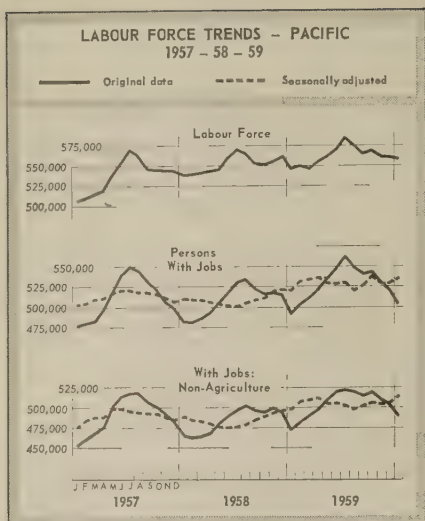
**Fort William-Port Arthur** (major industrial) remained in Group 1. Unemployment increased as a result of small layoffs in construction and in the bus and aircraft plant, as well as in elevator and railway crews because of continued slow grain movement from the prairies. Pulpwood cutting, however, remained steady at a level substantially higher than a year earlier.

**Brandon** (major agricultural) and **Weyburn** (minor) were reclassified from Group 2 to Group 1. The railways made temporary layoffs of trackmen, and most other industries released workers.

### PACIFIC

Employment decreased somewhat less than usual in the Pacific region: persons with jobs were estimated to number 507,000 in January, fewer by 15,000 than in December but 15,000 more than a year earlier. The change from both the previous month and the year before took place in non-agricultural industries; farm employment was almost unchanged at the low winter level.

Heavy snow and generally icy conditions on Vancouver Island and most of the southern mainland lowered over-all logging employment from the December level. Sawmills in the areas affected reduced operations as the supply of logs contracted, and thus reduced the demand for truck drivers, caterpillar operators, and other transportation workers. A fairly rapid return towards capacity operations was anticipated in most camps but some were



expected to remain closed until about March. In the north, the logging roads were kept hard by cold weather, and favourable demand for all lumber products except shingles kept the industry at high operating levels.

Western Canadian oil exploration and development displayed some shift towards the northwest as a result of recent encouraging discoveries in both northern British Columbia and a wide area around the Swan Hills district of Alberta. This brought the number of oil rigs drilling in British Columbia to 42 at the beginning of February from 27 a month earlier and 25 at the beginning of February 1959. Exploitation of other minerals held steady; labour-management disputes

in copper smelting plants in the United States were resolved, allowing increased copper ore exports.

Construction workers continued to be laid off as a result of seasonal factors and the low level of housebuilding; trade and services establishments made the usual post-Christmas staff reductions; and transportation employment declined in spite of a very strong level of waterfront activity. Unemployment increased, especially in the southern part of the region, but remained lower than a year earlier. Four labour market areas were reclassified to categories of greater labour surplus, bringing the classification of the 11 areas at the end of January as follows (last year's figures in brackets): in substantial surplus, 8 (9); in moderate surplus, 2 (1); in balance, 1 (1).

## Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 1. The waterfront experienced a particularly active month with all berths occupied by deep sea vessels at times. Lumber and allied products constituted the main export cargoes. Wet grain continued to arrive from prairie points for drying and subsequent storage or shipment. Seasonal influences increased registrations at the local offices of the National Employment Service, but total registrations were almost 5 per cent fewer than a year ago.

**Kitimat** and **Kamloops** (minor) remained in Group 3 and Group 2 respectively. A high rate of aluminum production, with four and a half pot lines out of five in operation, kept registrations down at the Kitimat office of the National Employment Service, while very good weather conditions at Kamloops allowed logging and sawmilling to be sustained at very strong levels, well above January 1959.

**Cranbrook, Central Vancouver Island, Trail-Nelson, and Prince Rupert** (minor) were reclassified from Group 2 to Group 1 as snow and ice conditions caused a temporary curtailment in logging and sawmilling.



# Current Labour Statistics

(Latest available statistics at February 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 16	6,203,000	- 0.5	+ 2.1
Persons with jobs.....	Jan. 16	5,699,000	- 2.8	+ 2.9
Agriculture.....	Jan. 16	594,000	- 3.9	- 1.8
Non-Agriculture.....	Jan. 16	5,105,000	- 2.6	+ 3.5
Paid Workers.....	Jan. 16	4,647,000	- 2.5	+ 3.7
Usually work 35 hours or more.....	Jan. 16	5,325,000	- 2.7	+ 2.3
At work 35 hours or more.....	Jan. 16	4,954,000	- 2.8(b)	+ 2.7
At work less than 35 hours, or not at work due to short time and turnover..	Jan. 16	85,000	- 7.6	+ 9.0
for other reasons.....	Jan. 16	244,000	- 3.2(b)	- 6.9
Not at work due to temporary layoff...	Jan. 16	42,000	+20.0	+ 7.7
Usually work less than 35 hours.....	Jan. 16	374,000	- 3.6	+ 12.0
Without jobs and seeking work.....	Jan. 16	504,000	+36.2	- 6.3
Registered for work, NES				
Atlantic.....	Jan. 14	101,300	+48.8	- 3.3
Quebec.....	Jan. 14	240,400	+46.5	- 3.5
Ontario.....	Jan. 14	228,300	+29.3	- 0.8
Prairie.....	Jan. 14	104,500	+35.5	- 0.4
Pacific.....	Jan. 14	80,900	+27.8	- 7.0
Total, all regions.....	Jan. 14	755,400	+37.6	- 2.6
Claimants for Unemployment Insurance bene- fit.....	Dec. 31	685,689	+64.2	- 4.1
Amount of benefit payments.....	December	\$32,661,333	+86.9	- 2.7
Industrial employment (1949 = 100).....	November	121.8	- 2.1	+ 2.2
Manufacturing employment (1949 = 100).....	November	110.7	- 2.8	+ 1.0
Immigration.....	Year 1959	106,928	-	- 14.4
Destined to the labour force.....	Year 1959	53,551	-	- 15.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	20	- 9.1	- 47.4
No. of workers involved.....	January	3,531	- 8.0	- 74.3
Duration in man days.....	January	58,440	+ 4.3	- 63.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	November	\$74.28	- 0.5	+ 3.7
Average hourly earnings (mfg.).....	November	\$1.74	0.0	+ 4.2
Average hours worked per week (mfg.).....	November	40.9	- 1.0	0.0
Average weekly earnings (mfg.).....	November	\$71.10	- 0.8	+ 3.9
Consumer price index (av. 1949 = 100).....	January	127.5	- 0.3	+ 1.1
Real weekly earnings (mfg. av. 1949 = 100)...	November	132.7	- 1.1	+ 2.2
Total labour income.....\$000,000	November	1,516	- 2.2	+ 7.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	December	161.6	- 5.1	+ 7.7
Manufacturing.....	December	142.2	- 6.2	+ 6.0
Durables.....	December	142.0	- 3.4	+ 7.7
Non-Durables.....	December	142.3	- 8.4	+ 4.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, November issue.

(b) Some persons lost time from work because of the religious observance of December 8.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Collective bargaining for the renewal of 77 major agreements (agreements covering 500 or more workers) extended into 1960 from the previous year. They affect a total of 203,800 employees. The negotiations between the major railways in Canada and their non-operating employees were the most significant of the carryovers. A number of meetings were held, including one attended by the presidents of the CNR and CPR, but little progress was made. By the end of January, the talks had reached an impasse and the unions were reported to be preparing a submission for conciliation services.

Meanwhile, **Dominion Textile Company** and the **textile unions** showed definite signs of moving towards a solution of their lengthy dispute. Premier Barrette of Quebec, in his capacity as Minister of Labour, proposed a compromise solution to which the parties agreed. However, in Magog, discussions continued regarding compensation for the workers who had been on strike since September 27. By the end of the month it was reported that an acceptable formula was being worked out and final settlement was expected soon.

Of the major agreements in negotiation at the end of the previous year, 13 were settled during January, providing wage increases for approximately 14,800 workers. The largest, in terms of the number of employees covered, was in Toronto, where 4,400 members of the **Street Railway Employees Union** reached an agreement with the **Toronto Transit Commission**. The negotiating committees agreed upon a compromise formula during the last days of 1959. In a two-day referendum which followed, the union members voted overwhelmingly to accept the Commission's offer of an 18-cent-an-hour increase in a two-year contract.

Also in Toronto, 1,200 employees were affected by the collective agreement signed by the **Bookbinders Union** and **38 bindery room employers**. Wage increases during the term of the two-year contract will amount to 14 cents an hour for women employees and 20 cents an hour for men. The 20 cents an hour for men will be made up of 6 cents an hour effective January 11, 1960, an additional 8 cents an hour effective June 1, 1960, and 6 cents on January 11, 1961. The initial increase for women employed at the plants consisted of 4 cents an hour on January 11, 1960; this is to be followed by an additional 6 cents on June 1, 1960, and a final 4 cents on January 11, 1961. A feature of the new agreement was the provision for check-off of union dues. Other terms included a shortened work week from 38½ hours to 37½ hours and improved vacation allowances.

Early in January, **Trans-Canada Airlines** signed a new collective agreement with its 725 pilots represented by the **Canadian Airline Pilots Association**. The most controversial issue resolved during the negotiations was the pay schedule for flying the new DC-8 jet airliners coming into service this spring. The salary will be approximately \$22,000 annually for fully qualified pilots flying the maximum monthly hours. TCA indicated that only 17 senior captains will be eligible for jet flying during 1960.

Wage increases for pilots of conventional aircraft amounted to approximately \$1,000 per year. Captains flying piston-engine aircraft in the domestic service will now earn between \$10,000 and \$17,000 per year, averaging about



\$14,000 yearly. Exact earnings are calculated by a complex formula. First officers, who constitute slightly more than half of the 725 pilots, will earn between \$5,000 and \$10,200 per year under the terms of the new agreement.

**The Railway, Transport and General Workers Union**, recently certified as bargaining agent for 950 operating and maintenance employees, signed a first agreement with the **St. Lawrence Seaway Authority**. Wage increases totalling 14 cents hourly were granted, consisting of 7 cents per hour retroactive to July 1959 plus a further 7 cents on April 1, 1960. The divisions along the Seaway were reduced from six to three, with different pay rates prevailing in each. By April 1, 1960, the western division, including Welland and Sault Ste. Marie, will have a basic rate of \$1.80 per hour; the central division, including Cornwall, Iroquois and Beauharnois, \$1.62 per hour; and the eastern division, including Montreal, \$1.60 per hour. The process of levelling off the regional pay differences will result in additional increases up to 7 cents per hour for some workers. The settlement also provided for the voluntary, irrevocable check-off of union dues. Provision for statutory holidays, vacations with pay, and health and welfare benefits previously in effect were incorporated in the agreement.

In addition to the 77 agreements under negotiation at the end of last year, 209 major agreements\* affecting approximately 289,000 workers will terminate in 1960. These 209 agreements represent more than 40 per cent of all collective agreements that cover 500 or more workers (exclusive of construction agreements) on record at the Department of Labour. The largest number of expirations falls within the second quarter, when 76 major agreements covering 71,300 workers will run out; 88,800 workers will be affected by the 56 terminations during the fourth quarter.

**MAJOR AGREEMENTS EXPIRING DURING 1960**

Collective agreements covering 500 or more workers, shown by industry and quarter in which they terminate. Construction agreements are excluded. The agreements in this table are those listed in the *Bargaining Calendar for 1960* published last month.

Industry	1st QUARTER		2nd QUARTER		3rd QUARTER		4th QUARTER		TOTAL	
	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs	Agts	Wkrs
<b>Logging.....</b>	<b>1</b>	<b>700</b>	<b>1</b>	<b>900</b>	<b>11</b>	<b>11,150</b>			<b>13</b>	<b>12,750</b>
<b>Mining.....</b>	<b>2</b>	<b>1,940</b>			<b>1</b>	<b>2,300</b>	<b>1</b>	<b>500</b>	<b>4</b>	<b>4,740</b>
<b>Manufacturing.....</b>	<b>18</b>	<b>25,810</b>	<b>59</b>	<b>55,250</b>	<b>19</b>	<b>32,540</b>	<b>31</b>	<b>34,050</b>	<b>127</b>	<b>147,650</b>
Foods and beverages.....	6	12,550	4	2,350	2	1,640			12	16,540
Tobacco and tobacco products.....							5	4,270	5	4,270
Rubber products.....	2	2,790	3	2,700			2	1,410	7	6,900
Leather products.....	1	1,000	1	550			1	650	3	2,200
Textile products.....			2	3,150	2	3,160	1	640	5	6,950
Clothing.....	1	2,000	5	7,300	3	10,150	2	1,910	11	21,360
Wood products.....					2	5,000			2	5,000
Paper products.....			36	30,530					36	30,530
Printing and publishing.....							3	2,630	3	2,630
Iron and steel products.....	1	900	1	1,300	4	4,020	1	500	7	6,720
Transportation equipment.....	2	3,400	1	1,030	4	3,720	7	9,490	14	17,640
Non-ferrous metal products.....	2	1,030	1	1,850	1	4,210	3	3,160	7	10,250
Electrical apparatus and supplies.....	1	800	3	2,140			2	6,910	6	9,850
Non-metallic mineral products.....	1	840	1	550	1	640			3	2,030
Products of petroleum and coal.....	1	500							1	500
Chemical products.....			1	1,800			2	1,020	3	2,820
Miscellaneous manufacturing industries.....							2	1,460	2	1,460
<b>Transportation, etc.....</b>	<b>6</b>	<b>12,640</b>	<b>5</b>	<b>9,200</b>	<b>2</b>	<b>2,700</b>	<b>10</b>	<b>39,900</b>	<b>23</b>	<b>64,440</b>
<b>Public utility operation.....</b>	<b>4</b>	<b>12,370</b>	<b>2</b>	<b>2,610</b>			<b>1</b>	<b>630</b>	<b>7</b>	<b>15,610</b>
<b>Trade.....</b>	<b>4</b>	<b>4,680</b>	<b>2</b>	<b>1,540</b>	<b>1</b>	<b>3,000</b>	<b>2</b>	<b>1,300</b>	<b>9</b>	<b>10,520</b>
<b>Service.....</b>	<b>10</b>	<b>13,690</b>	<b>3</b>	<b>1,850</b>	<b>2</b>	<b>5,470</b>	<b>11</b>	<b>12,410</b>	<b>26</b>	<b>33,420</b>
<b>Total.....</b>	<b>45</b>	<b>71,830</b>	<b>72</b>	<b>71,350</b>	<b>36</b>	<b>57,160</b>	<b>56</b>	<b>88,790</b>	<b>209</b>	<b>289,130</b>

\* These agreements were listed in the *Bargaining Calendar for 1960* (L.G., Jan., p. 14).

More than 60 per cent of the contracts that expire during 1960 are in manufacturing, and nearly half of these are in foods and beverages, clothing, transportation equipment and pulp and paper industries. The largest number of terminations in this group are in the pulp and paper industry. Most of these contracts cover employees of mills located in Ontario, Quebec and the Maritime provinces. The collective agreements covering the Ontario and eastern Canadian mills contained a mutual consent wage reopener clause. When the unions wanted to open negotiations on this point the companies were unwilling to do so. However, Canadian International Paper Company, which refused to consider the reopener, later agreed to enter into discussions for a new contract even though their current agreement had another six months to run. The ensuing collective bargaining ended with a new agreement which will terminate on April 30, 1961 (L.G., Dec. 1959, p. 1242).

During 1960 nearly 40 per cent of the major contracts in the transportation and communications industry will be open for renegotiation. Of the 23 agreements expiring in this sector, 11 are in the communication industry, where most of the 46,000 workers are employed by the Bell Telephone Company and the provincial telephone companies operating in western Canada. The remaining 12 expirations, covering 18,500 employees, are mostly with firms in the shipping industry operating on both the east and west coasts.

In the service sector, 26 major collective agreements covering approximately 33,400 workers are due to expire during the year. Most of these agreements cover civic and provincial workers, including firemen and civic employees (both clerical and outside workers) as well as the service staffs of municipal hospitals.

## Collective Bargaining Scene

Agreements covering 500 or more workers,  
excluding those in the construction industry

### Part I—Agreements Expiring During February, March and April (Except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Abitibi Power & Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Alberta Govt. Telephones, province-wide .....	I.B.E.W. (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
B.C. Electric, province-wide .....	I.B.E.W. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C. ....	Longshoremen and Warehousemen (CLC)
B.C. Telephone, province-wide .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co., western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, eight plants .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Paper, Windsor Mills, Que. ....	Pulp and Paper Wkrs. Federation (CCCL)
Can-Met Explorations, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que. ....	Sheet Metal Wkrs. (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont. ....	Bakery Wkrs. (CLC)
City of Quebec, Que. ....	Municipal and School Empl. Federation (CCCL) (inside wkrs.)
City of Quebec, Que. ....	Municipal and School Empl. Federation (CCCL) (outside wkrs.)
City of Toronto, Ont. ....	Firefighters (AFL-CIO/CLC)
City of Toronto, Ont. ....	Public Empl. (CLC) (inside staff)
City of Toronto, Ont. ....	Public Empl. (CLC) (outside staff)
City of Vancouver, B.C. ....	B.C. Peace Officers (CLC)
City of Vancouver, B.C. ....	Firefighters (AFL-CIO/CLC)
City of Winnipeg, Man. ....	Public Service Empl. (CLC)



Company and Location	Union
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan Falls, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dairies (various), Toronto, Ont. ....	Teamsters (CLC)
Dom. Engineering Works, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Dominion Bridge, Lachine, Que. ....	Steelworkers (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp and Paper Wkrs. Federation (CCCL)
E.B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Food stores (various), Vancouver, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que. ....	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), and others
Hammermill Paper, Matane, Que. ....	Carpenters (AFL-CIO/CLC)
KVP Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Kellogg Co., London, Ont. ....	Millers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Manitoba Power Commission, province-wide ....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man. ....	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone, province-wide ....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone, province-wide ....	Manitoba Telephone Wkrs. (Ind.)
Marathon Corp., Marathon, Ont. ....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Mersey Paper, Liverpool, N.S. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Metropolitan Toronto, Ont. ....	Public Empl. (CLC)
Ontario Minnesota Paper, Fort Francis & Kenora, Ont. ....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Power Super Markets, Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp and Paper Wkrs. Federation (CCCL)
Provincial Paper, Thorold, Ont. ....	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Ready-mix concrete cos. (various), Toronto, Ont. ....	Teamsters (CLC)
E. S. & A. Robinson, Toronto, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que. ....	Pulp and Paper Wkrs. Federation (CCCL)
St. Lawrence Corp., Red Rock, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
St. Lawrence Corp., Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Govt. ....	Sask. Civil Service (CLC) (labour services)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Swift Canadian, six plants ....	Packinghouse Wkrs. (AFL-CIO/CLC)
T.C.A., Canada-wide ....	Machinists (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man. ....	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During January

### Bargaining

Company and Location	Union
American Can, Ontario and Quebec ....	CLC-chartered local
Asbestos Corp., Thetford Mines, Que. ....	Mining Empl. Federation (CCCL)
Association des Marchands Détaillants (Auto-Voiture), Quebec, P.Q. ....	CCCL-chartered local
B.C. Electric Railway (company-wide) ....	Office Empl. (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C. ....	Teamsters (CLC)
Can. & Dom. Sugar, Montreal, Que. ....	Bakery Wkrs. (CLC)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec ....	I.U.E. (AFL-CIO/CLC)

Company and Location	Union
Cdn. Johns-Manville, Asbestos, Que. ....	Mining Empl. Federation (CCCL)
Cdn. Marconi, Montreal, Que. ....	Empl. Council (Ind.)
CNR, CPR, other railways, Montreal, Que. ....	15 unions (non-operating empl.)
City of Montreal, Que. ....	Firefighters (AFL-CIO/CLC)
City of Montreal, Que. ....	CLC-chartered local
City of Ottawa, Ont. ....	Public Empl. (CLC)
City of Vancouver, B.C. ....	Public Empl. (CLC) (inside staff)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CCCL)
Continental Can, St. Laurent, Que. ....	CLC-chartered local
Crown Zellerbach, Vancouver, B.C. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dairies (various), Vancouver, B.C. ....	Teamsters (C&C)
De Havilland Aircraft, Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Firestone Tire, Hamilton, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Gatineau Power, company-wide ....	I.B.E.W. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que. ....	Clothing Wkrs. Federation (CCCL)
Goodyear Tire, New Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que. ....	Steelworkers (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que. ....	Mining Empl. Federation (CCCL)
Lake Carriers Assoc., eastern Canada ....	Seafarers (AFL-CIO)
Millinery Mfrs. Assoc., Montreal, Que. ....	Hatters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Noranda Copper and Brass, Montreal, Que. ....	Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que. ....	Chemical Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man. ....	Empl. Union of Hospital Inst. (Ind.)
Stanleigh Uranium Mining, Elliot Lake, Ont. ...	Steelworkers (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont. ....	Public Service Empl. (CLC)
Township of Scarborough, Ont. ....	Public Empl. (CLC)
Wilsil Ltd., Montreal, Que. ....	Packinghouse Wkrs. (AFL-CIO/CLC)

#### Conciliation Officer

Association Patronale du Commerce, Quebec, P.Q. ....	Commerce Empl. Federation (CCCL)
Bicraft Uranium Mines, Bancroft, Ont. ....	Steelworkers (AFL-CIO/CLC)
CBC, company-wide ....	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. Marconi, Montreal, Que. ....	Salaried Empl. Assoc. (Ind.)
City of Vancouver, B.C. ....	Civic Empl. (Ind.) (outside wkrs.)
Consolidated Denison Mines, Quirke Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que. ....	Woodcutters, Farmers Union (Ind.)
Quebec Iron and Titanium, Sorel, Que. ....	Metal Trades' Federation (CCCL)
Regent Knitting Mills, St. Jerome, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont. ....	Textile Council (Ind.)

#### Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
Canada Cement, company-wide ....	Cement Wkrs. (AFL-CIO/CLC)
C.I.L., Millhaven, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Milliken Lake Uranium Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont. ....	CLC-chartered local
Price Bros., Kenogami, Que. ....	Woodcutters, Farmers Union (Ind.)
Printing Industries Council, Toronto, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Toronto Star, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)

#### Post-Conciliation Bargaining

Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Drummondville, Que. ....	Textile Federation (CCCL) (see also under "Work Stoppage")
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)



Arbitration		Union
Company and Location		
Association Patronale des Services Hospitaliers, Quebec, P.Q. ....	Services Federation (CCCL)	(female)
Association Patronale des Services Hospitaliers, Quebec, P.Q. ....	Services Federation (CCCL)	(male)

#### Work Stoppage

Dominion Textile, Magog, Que. ....	Textile Federation (CCCL)
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### Part III—Settlements Reached During January 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALBERTA GOVT. TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—general increase of 5% eff. Nov. 1, 1959 and 3% eff. Nov. 1, 1960.

BINDERY ROOM EMPLOYERS, TORONTO, ONT.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—male empl. to receive an increase of 6¢ an hr. eff. Jan. 11, 1960, an additional 8¢ an hr. eff. June 1, 1960 plus 6¢ an hr. eff. Jan. 11, 1961; female empl. to receive an increase of 4¢ an hr. eff. Jan. 11, 1960, an additional 6¢ an hr. on June 1, 1960 and 4¢ an hr. on Jan. 11, 1961; eff. June 1, 1960 the work week will be reduced from 38½ hrs. to 37½ hrs.; 3 wks. vacation with pay after 13 yrs. service (formerly 3 wks. after 15 yrs.).

CDN. STEEL FOUNDRIES, MONTREAL, QUE.—STEEL AND FOUNDRY WKRS. (IND.): 2-yr. agreement covering 800 empl.—7¢-an-hr. increase retroactive to Oct. 4, 1959 and an additional 4¢-an-hr. increase eff. Oct. 4, 1960; increase in the night premium of 1¢ an hr.; triple time to be paid to all empl. working on statutory holidays.

CITY OF WINNIPEG, MAN.—FIREFIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 525 empl.—general wage increase of 2%; work week reduced from 44 hrs. to 42 hrs.; 2 wks. vacation with pay after 1 yr. of service (formerly 2 wks. after 2 yrs.); any wage increases which may be granted to other civic empl. will also be given to firemen.

CONSUMERS GAS, TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—5¢-an-hr. increase retroactive to July 8, 1959, plus 2¢ an hr. eff. Jan. 1, 1960, an additional 8¢ an hr. eff. July 8, 1960 and 9¢ an hr. on July 8, 1961; improved insurance and medical plans.

COMMUNAUTÉ DES SŒURS DE LA CHARITÉ DE LA PROVIDENCE, MONTREAL, P.Q.—SERVICES FEDERATION (CCCL): 20-mo. agreement covering 1,200 empl.—an increase of \$2 per wk. retroactive to May 1, 1959; an additional \$3 per wk. retroactive to Dec. 20, 1959; empl. working a 48 hr. wk. will have their hrs. reduced to 44; contributory hospitalization plan to become eff. 60 days after signature of the contract, costs to be shared equally between employer and employees.

DOMINION WABANA ORE, BELL ISLAND, Nfld.—STEELWORKERS (AFL-CIO/CLC): 30-mo. agreement covering 1,900 empl.—2¢-an-hr. increase eff. June 1, 1960, and a further 3¢-an-hr. increase eff. Jan. 1, 1961; 4 wks. vacation with pay after 25 yrs of service (formerly no 4 wks. vacation provision).

NORMETAL MINING, NORMETAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 525 empl.—3¢-an-hr. increase retroactive to Jan. 1, 1960 and an additional 5¢ an hr. eff. Jan. 1, 1961; 1 additional paid holiday in 1961 bringing the total up to 6 holidays; group insurance benefits increased from \$1,500 to \$2,000; the re-employment preference for former empl. increased to 1 yr. from the previous 6-mo. period; pension payments to be calculated at the rate of \$2.60 per mo. multiplied by the number of yrs. of service; half the cost of the program to be paid by the empl.; all past service of empl. to be taken into account in calculating pension.

OTTAWA TRANSPORTATION COMMISSION, OTTAWA, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 590 empl.—5¢-an-hr. increase eff. Jan. 1, 1960, 5¢ an hr. eff. Sept. 1, 1960 and an additional 6½¢ an hr. eff. May 1, 1961.

QUEMONT MINING, NORANDA, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 575 empl.—3¢-an-hr. increase eff. Jan. 1, 1960, and an additional 5¢-an-hr. increase eff. Jan. 1, 1961; 3 wks. vacation after 15 yrs. service (formerly no provision for 3 wks. vacation); paid holidays for 1961 increased by 1 making a total of 6 holidays; group insurance increased from \$1,500 to \$2,000; re-employment preference for former empl. to be extended to a period of 1 yr. from the previous 6-mo.-period; pension payments to be calculated on the basis of \$2.70 per mo. multiplied by the number of years of service; half the cost of the program to be borne by the empl.; all past service of empl. to be taken into account in calculating pension.

ST. RAYMOND PAPER, DESBIENS, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 1-yr. agreement covering 500 empl.—wage rates to remain the same as in the previous agreement; woodcutters to become members of the union within 30 days.

TORONTO TRANSIT COMMISSION, TORONTO, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 4,400 empl.—6¢-an-hr. increase eff. Jan. 1, 1960; an additional 6¢ an hr. eff. Sept. 1, 1960 plus 6¢-an-hr. increase eff. May 1, 1961; sick pay increased from \$35 to \$50 weekly.

TRANS CANADA AIRLINES, COMPANY-WIDE—AIRLINE PILOTS (IND.): 2-yr. agreement covering 750 empl.—general increase of approximately 6.9% applicable to basic monthly pay, mileage pay, gross weight pay and hourly flying rate.

## NOTES OF CURRENT INTEREST

### Minister Tells of Steps to Meet Demand for Skilled Workers

What the Government is doing to meet the "greater and greater demand for skilled workers" was outlined by Hon. Michael Starr, Minister of Labour, in the House of Commons on January 29.

He said the federal Government, in co-operation with the provincial Governments, is moving to increase the skills of workers by setting up standards for apprentices across Canada and by encouraging the fullest use of the vocational training program.

Under the plans, training is being provided at an increased rate for unemployed persons, in courses approved by the Unemployment Insurance Commission. Courses now available number "well over 500" and the Government was moving to include more and more of those courses and to make it possible to draw unemployment insurance while taking the courses, providing they have made the necessary contributions to the Unemployment Insurance Fund.

Mr. Starr reported that training is being taken at an increased rate by unemployed persons, and that it is anticipated that during the current year the number of persons who will receive training will be "considerably greater" than the 5,000 who received training in the previous year.

The Minister said he was not satisfied with the number trained. "We should be retraining as many as require retraining and that is our goal," he said.

The Government was conducting surveys on the effects of automation, Mr. Starr noted, so that measures can be evolved to minimize the dislocation caused by the advance of technology.

### Labour's Campaign to Combat Racial Discrimination in Canada

The work of organized labour in Canada in combating racial discrimination in employment is outlined in a pamphlet entitled *Canadian Labour in the Struggle Against Employment Discrimination*, which has just been published by the Department of Labour.

The first half of the pamphlet describes the part played by the Trades and Labour Congress of Canada and the Canadian Con-

gress of Labour, and later continued by the merged Canadian Labour Congress, in trying to overcome discrimination, not only in employment but also in the customs of restaurants, hotels, summer resorts, barber shops, theatres, and other places of entertainment and recreation.

"From the first, the objectives of labour's human rights program have been three-fold: first, to foster and encourage within the trade union movement a feeling of understanding and sympathy towards problems of minority group members; secondly to assist union members by protecting them and their unions against bigotry and discrimination; and thirdly, to assist all workers and persons by seeking community and legislative action against discrimination occurring outside the area of trade union rights and collective bargaining," the pamphlet says.

"The committees have given top priority to educational activities at the local union level," it continues. Conferences on human rights were also held in order to train leaders in the movement against discrimination, and with the further purpose of focusing "public attention on the need for government action where voluntary action has not succeeded in removing discrimination."

One of the outcomes has been the enactment of fair employment practices legislation by the Dominion Government and by six of the provincial governments.

The second part of the pamphlet describes individually a number of cases that have been dealt with under the federal statute, the Canada Fair Employment Practices Act, which came into effect in July 1953.

### Quebec's Minister of Labour Becomes Premier of Province

Minister of Labour of Quebec for 15 years, Hon. Antonio Barrette last month became the province's 18 Premier. He succeeded Hon. Paul Sauvé, who died suddenly January 2 after less than four months in office.

For almost 20 years Mr. Barrette was a railway machinist and still carries a union card.

On two occasions, in 1945 and 1951, he was a member of the Canadian delegation to the International Labour Conference.



The new Premier left school at the age of 14, worked as a messenger boy with the Canadian National Railways for two years and then became an apprentice machinist. He was a CNR machinist until 1936, when he was elected to the provincial legislature. He became Minister of Labour in 1944.

## CLC Executive Council Rejects Affiliation Bid from Mine-Mill

An application by the International Union of Mine, Mill and Smelter Workers for affiliation with the Canadian Labour Congress was rejected last month by the CLC Executive Council.

The rejection was based on the grounds that the application was accompanied by conditions that might conflict with the CLC constitution, that these conditions were also part of a referendum conducted among the union's membership concerning affiliation, and that the union was not eligible because of the anti-Communist provisions in the CLC constitution.

In a letter to the Mine, Mill Union, CLC President Claude Jodoin said the application had been studied "very fully" by the Council, which had given it consideration along with "all of the attendant circumstances."

Mr. Jodoin also questioned whether the application had been made in good faith. "It appears to us," the CLC letter said, "that it is rather a technique devised for the purpose of solving an internal problem which exists in your organization at the present time and which is public knowledge. It is a device to meet, in some measure, the evident desire of some members to associate themselves with the Canadian labour movement through the Canadian Labour Congress, without involving any firm commitment on the part of your officers."

In closing, Mr. Jodoin said the Council was wholly in sympathy with the desire of the Mine-Mill membership to form part of the Congress, and hoped that "they will establish within their own organization the necessary favourable conditions for such an association at an early date."

At its January meeting the CLC Executive Council also rejected an application for reinstatement from the Seafarers' International Union. The SIU may appeal the decision to the CLC convention in April.

The Unemployment Insurance Commission Employees' Association has severed its connections with the Canadian Labour Congress because of CLC involvement in the proposed formation of a third political party.

Formal notice by the 6,529-member Association of its withdrawal has been received by the CLC.

Earlier, the Alberta Civil Service Association parted company with the CLC on similar grounds (L.G., Dec. 1959, p. 1251).

## Union of Operating Engineers Establishes Canadian Conference

A Canadian Conference of Operating Engineers has been established. Its aim is to bring into closer co-operation Canadian locals of the International Union of Operating Engineers.

Rowland G. Hill, Canadian Director of the IUOE, was named chairman of the new conference. Vice-chairman is I. C. Nessel of Edmonton and Secretary-Treasurer is J. Robinson of Windsor.

The founding session was held in December at Winnipeg, when 25 delegates representing 17 locals and provincial councils met to draft a set of governing by-laws.

The by-laws provide for a chairman, vice-chairman, secretary-treasurer and an eight-member executive board. Four districts were established for Canada: Maritime Provinces, Ontario and Quebec, Prairie Provinces and British Columbia; each will provide two members for the board.

## Suggests Federal Govt. Convene Labour-Management Conference

Representatives of the labour movement in Canada have on many occasions suggested to the federal Government that it might be a very useful agent in calling a conference of management and labour to explore the areas of conflict that exist between the two groups. Canadian Labour Congress President Claude Jodoin told members of the Toronto Board of Trade at a January meeting.

Mr. Jodoin said that such a meeting could seek methods of overcoming misunderstandings and building up understandings. "There has been no action on the part of the Government and, to the best of my knowledge, there has been no indication of any support for such an idea from the management organizations," he stated.

Some items mentioned by Mr. Jodoin as "areas of conflict" were automation, inflation and wages, legislation that would tend to curtail the powers of unions.

The CLC President also reiterated that labour is not opposed to automation and other changes that will bring increased efficiency and production, but pointed out that "we cannot expect production to be at its best in an atmosphere of conflict."

# Labour Bodies Submit Briefs to Provincial Governments

## Ontario Federation of Labour

The Ontario Federation of Labour, in its annual submission to the provincial Government last month, recommended a number of changes in labour legislation affecting labour relations and workmen's compensation.

It also asked for the implementation of economic measures which, it said, would improve living standards and increase purchasing power in the province; for increased health services and for more financial aid to education.

The brief urged the Government to amend the Judicature Act to provide that in industrial disputes the respondent shall be given a reasonable opportunity to be heard, and to cross-examine witnesses, in any hearing on an application for an injunction.

The Federation asked that steps be taken to enable the Labour Relations Board to expedite and simplify its procedures in dealing with applications and issuing decisions. It asked that the Labour Relations Act should be strengthened "in so far as it prevents appeals from decisions of the Labour Relations Board." It urged not only that there should be no opportunity for appeal to the courts, but that the Government should assume the cost of defending all actions that may be instituted to reverse Board decisions.

The brief asked for legislation to prevent the contracting out by employers of work that had been performed by employees in the bargaining unit under the terms of a collective agreement. It reiterated the Federation's former stand that the Labour Relations Act should be made applicable to the Crown as an employer, so as to guarantee to all Crown employees the same bargaining rights as those possessed by other employees in the province.

Measures urged by the Federation to increase employment and raise the general standard of living included: establishment of a minimum wage of \$1.25 an hour for men and women in all industries and in all parts of the province; legislation to require all employers to allow eight paid statutory holidays a year to their employees; amendment of the Vacations with Pay Act to provide annual vacations of two weeks after one year's service and three weeks after five years of service; and reduction of the legal maximum work week to 40 hours from the present 48, with overtime at the rate of time and a half.

Changes in the Workmen's Compensation Act asked for by the Federation would make compensation payable from and including

the day after the accident if the disability lasted more than one day, increase the minimum weekly benefit for temporary total disability to \$25 from \$15, establish a minimum permanent total disability benefit of \$25 a week, and provide for an annual review of all pensions and allowances.

The brief urged the Government to take immediate steps to set up re-training programs for unemployed workers under Schedule "M" of the federal Vocational Training Act, and to extend other types of assistance necessary to re-establish displaced workers in regular employment.

Concern was expressed about the reduction in house building in 1959 and the probability of the continuation of such a trend into 1960. Both the federal and the provincial governments, the brief said, should make funds available for "socially necessary projects that would otherwise be held up by the prohibitive cost of borrowing." It especially urged the importance of low-rental housing and urban re-development programs.

The Federation expressed satisfaction that the Government had undertaken a program of bursaries for needy students, but it urged the Government to review the whole question of student aid, and to consider "the feasibility of providing free tuition and living allowances to all students meeting a required standard of achievement in institutions of advanced education." It also urged the holding of a federal-provincial-municipal conference on education as soon as possible.

A number of changes in the hospital plan of the province were urged: extension of diagnostic services to out-patients, provision for treatment of students as dependents under the hospital plan "as long as they are recognized as such for income tax purposes," provision of means for maintaining coverage and paying premiums for persons who have fallen behind in their premiums because of unemployment, and establishment of a minimum basis of compensation for student nurses.

The Federation urged the Government to co-operate in any investigation of drug prices and to "give serious consideration to a prepayment plan for pharmaceuticals under government sponsorship and control." It complained of the present high cost of medical services, and it proposed that the Government institute a public inquiry into the cost of such services.

Among other things, the Federation recommended:

—Regulation of all private employment agencies, who should be prohibited from charging workers a fee for their services.



—Extension of the present anti-discrimination laws in regard to accommodation and discrimination against older workers.

—Co-operation by the provincial and federal Governments in furthering the principle of "portability" of pensions.

### Nova Scotia Federation of Labour

Legislation to provide for the establishment of a union shop in a plant where a majority of the employees had voted in favour of it was one of the measures urged by the Nova Scotia Federation of Labour in its annual brief to the provincial Government, which was presented early last month.

Such a measure would go a long way towards stopping the industrial strife caused by the attempts of employers to entice employees away from duly certified unions and to discourage employees from joining a union, the Federation said.

It also suggested that in determining whether an employee was a union member for purposes of certification, the payment of an initiation fee should be sufficient evidence of membership. To expect employees to pay monthly dues before the union was certified, while in many cases they were under strong pressure from the employers to quit the union before a certification hearing could be held, was placing an unfair burden upon them, the brief argued.

The Federation also recommended other changes in the Trade Union Act to make it an offence for an employer to call a meeting to attempt to discourage employees from joining a union, to require the Labour Relations Board to certify a union as bargaining agent when 51 per cent of the eligible employees have voted for it, and to allow a strike vote to be taken before conciliation, when negotiations have reached a deadlock.

Complaining that the administration of hospitals under the Hospital Commission "has left much to be desired," the brief urged that the Commission should each year meet the unions that represent the hospital workers and discuss problems, and that the Commission's suggested scale of rates for such workers should be based on the highest union contract rates in effect in the province. The Federation said that at present the Hospital Commission was inadvertently regulating hospital employees' wages. It wanted the Commission to budget enough money so that workers would not get substandard pay.

The Federation further recommended that the surplus sales tax and other funds should be used to provide an all-inclusive health scheme.

The brief said that the Government must take steps to make sure that the province

keeps what industry it already has. In particular, the labour body wanted the Government to make sure that the establishment of a steel plant by A. V. Roe in Quebec did not adversely affect a subsidiary operation in Sydney.

"If freight rates are a stumbling block," the Federation said, "then the Government must make strong representations to Ottawa to overcome the problem."

Other recommendations of the Federation included requests for:

—Establishment of a quota on beer coming into the province, so that the amount brought in does not exceed the amount produced locally, in order to provide more employment for local brewery workers.

—Appointment of a Royal Commission to investigate the development of Nova Scotia's natural resources.

—Provision of free school books up to Grade 12.

—Provision of compulsory automobile insurance sold by the Government.

—Representations to Ottawa for re-establishment of a Canadian merchant marine and construction of Canadian ocean liners to carry Canadian goods and passengers now carried by the ships of other countries.

—Provision for licensing and inspection of homes for the aged.

—Payment of "fair wages" for all government work.

—Legalization of Sunday sport and of a charge for admission to Sunday sporting events.

—An increase of \$10 in old age assistance payments, with elimination of the means test, and a five-year reduction of the age limit for women.

### Charlottetown and District Labour Council

Establishment of a "National Labour Code" was recommended by the Charlottetown and District Labour Council in a brief presented to the provincial Government early in January.

The Council pointed out that there is at present much confusion because of conflicting trade union acts and labour relations acts in the various provinces, and it urged the Government to support the idea of a national labour code at any interprovincial conference and to introduce discussions on the subject with the federal Government.

The brief recommended changes in the Trade Union Act to include in the definition of an employer all branches of provincial and municipal government, to eliminate a section that forbids closed shop labour contracts, and to allow unions to submit their financial statements at the end of their fiscal year rather than at the end of the calendar year as at present.

Referring to the Workmen's Compensation Act, the Council requested revision to allow compensation to be based on maximum earnings of \$4,000 a year; to raise the minimum payment to workers from the present \$15 a week to \$25; to allow a widow, on marrying again, \$75 a month for 12 months; and to reduce the waiting period for compensation to two days instead of the present four days.

The brief also asked for compulsory, government automobile insurance, for changes in the Uniform Time Act to allow daylight saving time in the summer, and supported the opposition of various organizations to the use of trading stamps.

### British Columbia Federation of Labour

Complete public ownership of electrical power and natural gas utilities was advocated by the British Columbia Federation of Labour in its annual brief to the provincial Cabinet, presented early in January.

The Federation also asked the Government to amend the Labour Relations Act to provide a fine of \$2,000 for an employer found guilty of unfair labour practices, and a fine of \$10,000 in addition to a year in prison for a second offence.

The brief called for the repeal of Bill 43 (the new Trade-Unions Act), which, the Federation asserted, tends to aggravate strikes rather than check them. It said that many employers merely pay lip service to labour legislation and do not bargain in good faith. This it ascribed to "the simplicity and rapidity with which injunctions may be obtained."

Other changes in labour laws proposed were: provision for three weeks holiday for all workers after five years service, and nine paid statutory holidays a year. Medical coverage for hospital workers was recommended.

Another proposal was that the Fair Employment Practices Act should be widened to ensure that there was no discrimination against qualified older workers. Thirteen changes in the Workmen's Compensation Act were recommended.

The establishment of an independent board of review to advise on all resources projects was asked for. Government, the university, industry and labour should be represented.

The Federation also requested that a conference of Government, management and labour representatives should examine problems of industrial relations.

To deal with unemployment the Federation recommended the establishment of a special \$5,000,000 assistance fund and universal application of the 40-hour week.

Amendment of the Equalization of Assessments Act to exempt old age pensioners from its provisions was asked for. Social assistance payments should be increased by 30 per cent immediately, schooling should be free for all from kindergarten through college and more vocational schools should be built, and a government automobile insurance scheme should be established, the Federation said.

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### British Columbia CMA Urges Compulsory Arbitration

Compulsory arbitration of labour-management disputes affecting public health and safety, and prohibition of "agreements which deny or terminate employment because of an individual's not being or remaining a member of a trade union" were among the measures recommended to the Government of British Columbia by the provincial division of the Canadian Manufacturers' Association in a brief last month.

The brief said that the Cabinet should have discretionary power to refer to arbitration "any dispute which would in its opinion imperil the health or safety of the public."

Another proposal was that the period during which a favourable strike vote may be implemented should be shortened from the present three months to a period of 10 days at the least and 21 days at the most. The CMA asserted that at present decisions to strike are often made not seriously but "only for the purpose of providing the negotiating committee with a 'big stick' to hold over the head of the employer."

The brief also proposed that when a strike or lockout is in effect the Minister of Labour might call for a supervised vote of the employees or of the members of the employers' organization, on any offer made by the opposing party. The CMA said that it believed it too often happened that details of offers made by the employer to the negotiating committee were not placed before the union members for their opinion.

The Association also asked that a vote of all employees should be taken when an application for certification or decertification is before the Labour Relations Board.

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During 1958 the average number of persons employed in Canada by common carrier railways was 192,809, a drop of 9.2 per cent from the previous year's 212,426.



## Trade Union Membership Declines In Both Britain, United States

There were 9,616,000 trade unionists in the United Kingdom at the end of 1958, according to figures published in the *Ministry of Labour Gazette* for December 1959. The total was 189,000 lower than at the end of 1957 and approximately 140,000 below 1956.

The decline in membership reported in the government publication amounted to 2.2 per cent. The Trades Union Congress, to which all large unions in Britain except two are affiliated, estimated its drop in membership between 1957 and 1958 at 1.9 per cent.

In the United States, too, union membership dropped in the period 1956-58, the U.S. Department of Labor has reported.

(In Canada, the figure of 1,459,000 union members reported at the beginning of 1959 (L.G., Dec. 1959, p. 1249) is not comparable with the 1958 figure because of adjustments in survey coverage.)

At the end of 1958 there were 657 trade unions in Britain compared with 666 at the end of 1957.

The Ministry's statistics are based on data supplied by the Chief Registrar of Friendly Societies and by the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts and from returns supplied direct to the Ministry by unregistered organizations.

The data relate to all organizations of employees—including those of salaried and professional workers, as well as those of manual wage earners—that are known to include among their functions negotiation with employers with a view to settlement of conditions of employment.

The figures for 1958, the *Ministry of Labour Gazette* points out, are provisional and subject to revision.

United States union membership dropped by about 400,000 to 18,100,000 between 1956 and 1958, the U.S. Department of Labor has reported after a comprehensive survey of dues-paying membership of national and international unions having headquarters in the country. (Canadian members of international unions with U.S. headquarters, about 1,100,000, are included in the membership figures.)

## More Allowances to Disabled But Fewer to Blind, Aged at Year-end

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,712 at September 30, 1959 to 8,688 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$1,052,019.43 for the quarter ended December 31, 1959, compared with \$1,050,956.93 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$26,350,967.89.

At December 31, 1959, the average monthly allowance in the provinces ranged from \$50.54 to \$54.11. In all provinces the maximum allowance paid was \$55 a month.

### Old Age Assistance

The number of persons receiving old age assistance in Canada decreased from 98,747 at September 30, 1959, to 98,495 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$7,604,015.19 for the quarter ended December 31, 1959, compared with \$7,630,266.99 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$181,893,554.26.

At December 31, 1959, the average monthly assistance in the provinces ranged from \$48.79 to \$53.27, except for one province where the average was \$45.46. In all provinces the maximum assistance paid was \$55 a month.

### Disabled Persons Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 48,821 at September 30, 1959 to 49,446 at December 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$4,024,492.06 for the quarter ended December 31, 1959 compared with \$3,979,614.48 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$51,645,392.23.

At December 31, 1959, the average monthly allowance in the provinces ranged from \$52.51 to \$54.69. In all provinces the maximum allowance paid was \$55 a month.

### UPW's George Stapleton Dies

George Stapleton, Manitoba representative of the United Packinghouse Workers of America since 1947, died January 25. For the past two years he had been Vice-President of the Winnipeg and District Labour Council.

He had also served as the Winnipeg Labour Council representative on the Court of Referees of the National Selective Service and on boards of conciliation in Winnipeg. He had also been an alternate member of the Manitoba Labour Board since 1954.

# HOUSE OF COMMONS DEBATES

## A Guide to Items of Labour Interest in Hansard

**January 14**—*Parliament will be asked at the current session, the Speech from the Throne said, to enact legislation that will: provide for a Bill of Rights; continue programs of aid to other, less developed nations, particularly those in the Commonwealth; provide a program of scholarships and fellowships to be exchanged within the Commonwealth; revise the Civil Service Act; authorize, for any provinces that desire them, alternative arrangements in respect of university grants; give Canadian Indians the franchise in federal elections; amend the Old Age Security Act and the Veterans' Allowance Act to establish a basis for the payment of pensions and allowances to Canadians residing outside Canada; re-establish the special committee on broadcasting so that it may continue its consideration of broadcasting policy, particularly in the field of regulation and licensing.*

The Speech noted that the Government continues to regard as a primary goal the achievement of the greatest possible measure of controlled disarmament, and that Canada will devote every effort to discharging its responsibilities as a member of the 10-nation disarmament committee.

It also noted that Canada's economic position improved greatly during 1959 and that the prospects for 1960 are favourable.

**January 15**—*Report of Royal Commission on Transportation is unlikely to be presented soon, the Prime Minister advises.*

*United Nations Economic, Social and Cultural Organization world conference on adult education will be held in Montreal in August, Mrs. Jean Casselman announces.*

**January 18**—*Bill C-2, to give Indians the right to vote in federal elections, given first reading. The Bill would amend the Indian Act.*

*Bill C-3, to amend the Canada Elections Act to give Indians the right to vote in federal elections, given first reading.*

*Elimination of capital and corporal punishment in Canada proposed respectively in Bills C-6 and C-7. Both Bills given first reading.*

*Reduction of interest rates and discounts to a 12-per-cent maximum through amending the Interest Act proposed in Bill C-8, which was given first reading.*

*Application to the Civil Service of some portions of the Industrial Relations Disputes Investigation Act proposed in Bill C-9, given first reading.*

*Limitation of interest rates under the Small Loans Act to 1 per cent per month proposed in Bill C-10, given first reading.*

*Compulsory advertising of "the true rate of interest—that is being charged on each loan" by loan companies proposed in Bill C-12, which received first reading.*

*Prohibition of discrimination in employment because of age, through amendment of the Canada Fair Employment Practices Act, proposed in Bill C-11. The Bill was given first reading.*

*Bill C-19, to extend application of the Canada Fair Employment Practices Act to the Civil Service, given first reading.*

*Double pay proposed for employees under the jurisdiction of Parliament who are compelled to work on statutory holidays by Bill C-18, which was given first reading.*

*Measure to promote industry and reduce unemployment in the Atlantic Provinces provided in Bill C-20, given first reading.*

*Establishment of hospital sweepstakes board with power to operate hospital sweepstakes on a national scale proposed in Bill C-22, given first reading.*

*Civil Service Commission report recommending a general pay increase for federal employees will not be tabled in the House, Hon. Donald Fleming, Minister of Finance, informs questioner.*

**January 19**—*Under Colombo Plan, Canada has agreed to make available to India \$25 million, which will be used to provide Canadian commodities and equipment requested by the Indian Government to help carry forward its second five-year development plan, the Secretary of State for External Affairs announces.*

*Bill C-31, to remove restrictions in Old Age Security Act on outside residence of pensioners, given first reading.*

*Termination of employment notices given to 30 employees at Gander airport in Newfoundland, the Minister of Transport advises questioner.*

**January 20**—*Bill C-33, to amend Canada Elections Act to give much broader advance poll voting privilege, given first reading.*

**January 21**—*Amount remaining in Unemployment Insurance Fund on December 31, 1955, 1956, 1957, 1958 and 1959 were, respectively, as follows: \$890,857,489.63; \$926,776,830.22; \$877,470,144.39; \$625,363,366.21; \$471,094,255.96, the Minister of Labour reported in answer to a question.*



# Employment in Canada in 1959

Almost all parts of country recorded employment and output gains in 1959 but economic expansion impeded in year's second half by high cost of money, scarcity of mortgage funds, steelworkers' strike in U.S., woodworkers' strike in B.C.

In retrospect, 1959 was a year in which almost all parts of the country recorded gains in employment and output. The economic recovery was impeded, however, by certain developments during the second half of the year.

One of the forces tending to check the expansion was the high cost of money and the scarcity of mortgage funds, the most obvious effects of which were apparent in housebuilding. Other important restraining influences were the steel shortages stemming from the steelworkers' strike in the United States and the strike in British Columbia which shut down the lumber industry for two months.

Total employment surpassed the pre-recession peak early in the summer and since then there has been a steady improvement. For the year as a whole, the average number of persons with jobs was estimated to be 5,878,000 compared with 5,722,000 in 1958, an increase of 2.7 per cent.

Unemployment was noticeably lower in 1959 than in the previous year. The number of persons without jobs and seeking work averaged 5.6 per cent of the labour force compared with 6.6 per cent in 1958. Not only did the number of job seekers show a considerable drop over the year, but they were unemployed for shorter periods, and there was less partial unemployment.

The average work-week in manufacturing increased steadily during the first half of the year, recovering most of the losses that took place in 1957; in the third quarter the work-week was half an hour longer than in the corresponding periods in both 1958 and 1957.

Reflecting the increase in employment and wages, labour income rose to an annual rate of \$17.7 billion in the third quarter. This was almost 8 per cent higher than in the comparable period in 1958.

The increase in the Gross National Product during the first nine months of 1959, a gain of 7 per cent from the same period in 1958, indicates that the value of goods and services produced in 1959 will approach the \$35 billion mark. After allowing for price increases, the Dominion Bureau of Statistics estimated the increase in volume to be 5 per cent, slightly higher than the average of 4 per cent for the years 1947-1958.

During the early part of the year, production and employment advances were supported largely by increases in personal and government spending and the restocking of business inventories. As the year progressed, other elements of demand strengthened, setting the stage for a more widespread expansion. Exports of goods and services rose quite sharply in the second and third quarters after declining earlier in the year. Plant and equipment expenditures showed a rising trend from the beginning of 1959, bringing to an end the downward drift of the preceding year.

The ability of housebuilding activity to maintain a near-record level was an important factor in the over-all business recovery. In certain parts of manufacturing, such as the building materials and household furnishing industries, much of the increases in employment and output can be traced to the heavy volume of housing that has been erected during the past two years. The industry was not able to maintain the peak level of activity reached in 1958: a shortage of mortgage funds sharply reduced the volume of new housing soon after the first of the year, although this situation was relieved for a short period in the fall by a program of direct lending to builders by Central Mortgage and Housing Corporation. On average, housing starts during 1959 were about 14 per cent lower than in the previous year but completions were slightly higher. The carryover into the current year was estimated to be down about 5 per cent from a year ago.

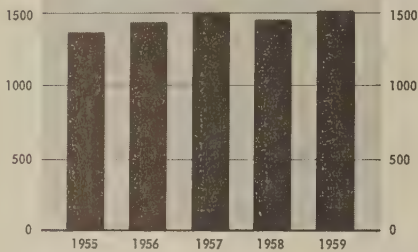
The number of persons with non-farm jobs in 1959 averaged about 3.5 per cent more than a year before, considerably less than the estimated 5 per cent advance in volume output in non-farm industries. The tendency for production to increase more rapidly than employment is not unusual in the early stages of expansion; a similar development has characterized the recovery in the United States.

Employment gains during 1959 were fairly widespread, with increases in all regions and most industrial divisions. Approximately half of the increase in non-farm employment occurred in service, notably health and government services. Manufacturing and trade each accounted for about one-fifth. Mining was the only major industry in which employment contracted during the

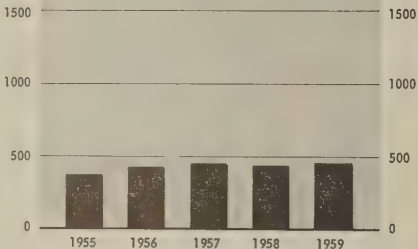
# EMPLOYMENT - SELECTED INDUSTRIES 1955 - 1959

THOUSANDS THOUSANDS

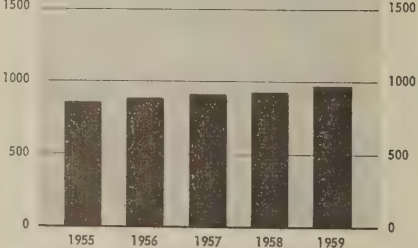
## MANUFACTURING



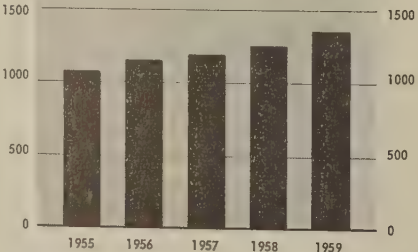
## CONSTRUCTION



## TRADE



## SERVICE



Source: Labour Force Survey, D.B.S.

year. The decline occurred chiefly in coal mining, which experienced one of the worst years in the postwar period. The most rapid improvement in manufacturing employment occurred in the durable goods industries, particularly among those that were seriously affected by the recession.

## Industrial Employment

One of the more striking developments of the past year has been the rapid rate of employment expansion in trade, particularly in the last half of the year, when employment in this industry averaged 5.4 per cent higher than in the corresponding period in 1958. This advance brought to an end more than three years of employment stability in this industry.

As mentioned earlier, the expansion of the service industries figured most prominently in the over-all employment recovery during 1959. In December, the number of persons employed in services (which include schools; hospitals; federal, provincial and local government agencies; theatres; law firms; barber shops; laundries; hotels and restaurants; and a variety of other establishments of a similar kind) was estimated at 1,395,000, which is 72,000 more than a year earlier. These industries have shown a relatively high rate of growth in all postwar years.

The construction industry continued to exert a favourable influence on total employment despite the considerable drop in housing starts. A revival in non-residential construction more than made up for the slowdown in housebuilding activity and resulted in a record high level of construction employment. For the year as a whole, construction employment averaged 15,000 more than a year before and 5,000 more than the previous record set in 1957.

Forestry made a relatively slow recovery until late in the year, when pulpcutting programs were increased considerably. Average logging employment was higher than in 1958 but still considerably lower than in 1957, and well below the average of the postwar period.

Manufacturing employment reached an all-time high level in mid-summer and continued to advance until late in the year. The upward trend was temporarily interrupted in the closing quarter of 1959 as the steel strike in the United States caused some steel shortages in Canada. For the year as a whole, the largest employment advances occurred in the durable goods industries. Iron and steel products, which registered an employment decline of 10 per cent during 1958, made a strong advance during the year, recovering almost all of the



earlier losses. All parts of the steel industry shared in the expansion. Agricultural implements showed the most marked improvement, reflecting a further strengthening in foreign demand; in the first six months exports of farm machinery were 26 per cent higher than in the corresponding period in 1958. Other parts of the steel industry which showed a marked improvement were primary iron and steel, sheet metal products, heating and cooking appliances and machinery. Motor vehicles, electrical apparatus and supplies, non-ferrous metals and wood products also registered employment gains during 1959, reversing the downward trends of most of the previous year. The non-metallic mineral products industries, which were an important source of strength during 1958, showed further expansion during the year. Aircraft was the only durable goods industry which registered an appreciable employment decline during the year, a result of the cancellation of government contracts.

Employment gains in the non-durable goods industries were generally small, ranging from less than 1 per cent to slightly more than 6 per cent. The largest increases occurred in foods and beverages, printing and publishing, rubber and paper products. Employment losses were confined to the tobacco products industry, which experienced a serious setback during the year, on average about 4 per cent from the 1958 level.

## Regional Employment Conditions

**Atlantic**—Economic conditions in the Atlantic region improved moderately during 1959, after showing very little change during most of the previous year. For 1959 as a whole, total employment (annual averages) was estimated at 496,000, some 17,000 higher than in 1958. Unemployment showed a considerable decline, although it was still much higher than before the recession. Increases in employment and earnings were reflected in a rise in total labour income. In the first nine months total labour income in the region was estimated at \$875.2 million, an increase of 7 per cent over the corresponding period in 1958.

Non-farm employment showed an unsteady upward movement during the past 12 months. By year-end, the number of persons with non-farm jobs was estimated at 440,000, some 16,000 higher than a year before. Although some of the downward pressures that were responsible for the employment contractions in 1957-1958 eased perceptibly during the year, there was little evidence of

## Farm Employment

Employment in primary agriculture continued to decline in 1959 but the rate of decrease was much slower than in any year since 1955. For the year as a whole, the number of persons with jobs in agriculture averaged 692,000 compared with 712,000 in 1958 and 744,000 in 1957. On a percentage basis, the decline between 1958 and 1959 averaged only 2.8 per cent compared with a 4.3-per-cent decrease between 1957 and 1958.

The number of self-employed farm operators and unpaid family workers continued to decline during 1959 but there was a noticeable increase in the number of paid workers employed in agriculture. Paid workers on farms in Canada averaged 109,000 compared with an average 97,000 in 1958. The increase was concentrated mainly in Quebec and the Prairie region.

One of the interesting features of farm employment in 1958 was the increase from other recent years in female workers. The average number of women with jobs in agriculture during 1959 declined to 48,000 from an average of 52,000 the year before. Despite this decline, however, the number of female workers remained higher than in any other year since 1952.

As a result of the continued shift from farm to non-agricultural industries, the agricultural labour force accounted for only 11 per cent of the total labour force in 1959.

a full-scale recovery. So far, a relatively small number of industries have lent support to the upturn in employment. Forestry and construction were the main sources of strength, with some additional support coming from the service industries.

Manufacturing which accounts for more than one-fourth of the employment in the region, made little or no over-all recovery, although a number of individual manufacturing industries expanded during the year. Lumber mills, pulp and paper plants and iron and steel mills registered significant production and employment advances in response to firmer demands for these commodities. Output of lumber in the first 10 months was about one-third higher than in the corresponding period in 1958. Steel mills were reported to be operating at more than 80 per cent of rated capacity in December compared with 60-70 per cent a year before. Production increases were fairly general among pulp and paper mills, partly as a result of employment expansion

but also because of a lengthening of the work week. In all of these industry groups, production increased more rapidly than employment.

The transportation equipment industry (aircraft, railway rolling stock, and ship-building and repairing) experienced further production and employment declines during the past year, offsetting the advances in other parts of manufacturing. During 1959 the shipyards contributed largely to the employment decline in this group. The Halifax shipyards were hardest hit; in November employment was only about half the year-earlier figure. However, in December a major repair job and several smaller ones were placed with the Halifax shipyards. The railway rolling stock industry exhibited renewed strength during late summer and early fall, but heavy layoffs occurred in December following the completion of an order for the CNR. Aircraft plants in Nova Scotia were maintained at much the same levels as in 1958.

The coal mining industry experienced one of the worst years in the postwar period. A series of periodic shutdowns that began in mid-1958 continued into the second half of 1959. Full-time operations were resumed in August but employment in the second half of the year was well down from the corresponding period in 1958. For the year as a whole, coal mining employment showed a drop of almost one-fifth. The major factor affecting the market for coal was the increasing competition from natural gas, fuel oil and hydro-electric power.

Iron ore mining in Newfoundland was sharply curtailed during 1959 as a result of declining sales in both domestic and export markets. The closure of No. 6 Mine at Bell Island last May released close to 600 workers for an indefinite period. Part-time operations (three weeks a month) were introduced at the other mines and persisted until October. While there are no further work stoppages scheduled at these mines, employment is expected to continue much below normal owing to the closure of No. 6 Mine.

Construction was one of the principle sustaining forces in the economy of the Atlantic region throughout the year. In all four provinces, construction employment was maintained at higher levels than in 1958. All major categories shared in the improvement. This was the only region to register a rise in residential construction. Even with the expansion that occurred during the past year, however, housebuilding was less active in the Atlantic region than in other parts of the country.

Pulpwood logging was more active during the second half of 1959 than in the corresponding period in the previous year; in the first half it was little better than a year before. In the four months from mid-year to November, pulpwood production was 18 per cent higher than in the same period in 1958. Employment in forestry in the first 10 months showed an average increase of 6 per cent between 1958 and 1959. Most of the improvement was in New Brunswick; in Newfoundland forestry employment was down from the 1958 level.

The service industries have been an important support to employment in this region, although the gain during the year was smaller than in other regions. Because of a slower rate of economic growth demands for all kinds of services have increased at a more moderate rate in the Atlantic provinces than in other regions throughout the postwar period.

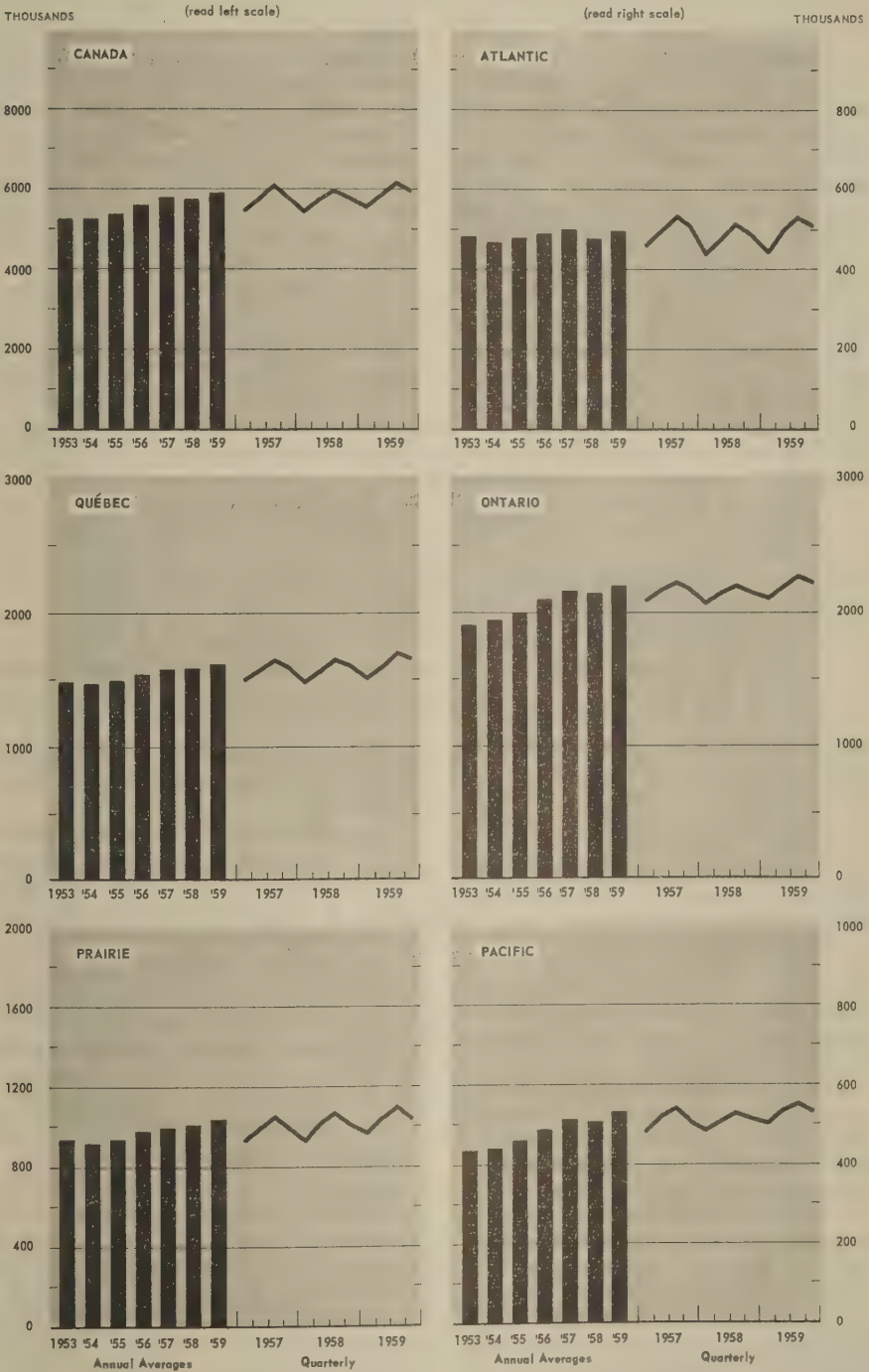
**Quebec**—Economic activities showed a general improvement in the Quebec region during 1959. Employment rose by more than 2 per cent and labour income increased by about 8 per cent over the year. The expansion in employment took place in the non-agricultural sector, with a gain of close to 3 per cent; agricultural employment continued to decline. In contrast to the expansion of employment, the growth in the labour force during the year (1 per cent) was considerably less than in the previous two years and was the smallest rise in any of Canada's five regions.

The improvement was quite marked in the region's primary industries. Forestry, in particular, showed a marked recovery, employment rising sharply in the second half of the year. In the June-November period there were, on the average, 2,000 more men at work in the woods than in 1958, although not as many as in 1956. The improvement in forestry employment was largely the result of a rise in pulpwood logging caused by a combination of reduced inventories and increased production in the pulp and paper industry. The export values of newsprint and wood pulp were 5 and 8 per cent higher in 1959 than a year earlier. As a result, pulpwood production in the region was some 16 per cent higher than in the previous year.

There was improvement in the mining industry also. Total mineral production in the Quebec region in 1959 was estimated at some \$433 million, up about 18 per cent from a year earlier. Employment in mining during the first 10 months was 3 per cent higher than in 1958. Most of the employment increase resulted from a sharp rise in iron ore mining. Export shipments of



# REGIONAL EMPLOYMENT TRENDS 1953 - 1959



Source: Labour Force Survey, D.B.S.

iron ore during January-November 1959 rose by 75 per cent over the corresponding level of the previous year. Production of non-ferrous metals increased also. In asbestos mining, Canadian production showed a 13-per-cent gain over the year, and much of this gain was in Quebec.

In manufacturing, employment and hours worked were both about 1 per cent higher in 1959 than in 1958. A noticeable improvement occurred in the textile industry. Employment was moderately higher, and the average work-week was up more than an hour in primary textile plants and almost half an hour in the clothing industry. During the January-October period of 1959, inventories were further reduced in both primary and secondary textile industries. Shipments in the same period showed a marked improvement.

The iron and steel industry reached a trough early in 1959 after a decline of about 18 per cent over the previous year and a half. As a result of a heavy demand for structural steel, output and employment in

the industry rose steadily throughout the year. By the fourth quarter, the industry had re-employed about half the number of workers released between the employment peak in 1957 and the low point in early 1959. The electrical apparatus industry showed a similar recovery in 1959, a reflection of the housing boom in 1958. In the fourth quarter of 1959, employment was 10 per cent higher than the same period in 1958 and only 3 per cent below the 1957 peak. Manufacturing employment in the region was also boosted by the strengthening in demand for aluminum and copper. Here again, employment rose steadily from a first quarter 1959 trough, and by the fourth quarter was slightly higher than a year earlier.

In the construction industry employment was close to the level of the previous year. A fairly marked decline in residential construction activity was offset by increased non-residential building.

*(Continued on page 198)*

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## Wages and Working Conditions, 1959

Seventy per cent of all plant workers on standard work-week of 40 hours or less and more than 89 per cent on five-day week at April 1, 1959. Wage increases of 5-10 cents predominate in 1-year agreements, of 10-20 cents in 2-year contracts

Seventy per cent of all plant workers in Canada had a standard work-week of 40 hours or less at April 1, 1959, it was shown by a survey of the normal work-week in manufacturing conducted by the Department's Economic and Research Branch. About 84 per cent had a standard work-week of 44 hours or less.

More than 89 per cent of all plant workers were on a five-day week.

Of all office workers in the manufacturing industry, 69 per cent had a standard work-week of 37½ hours or less and 95 per cent of them were on a five-day week.

During 1959, collective agreements covering hundreds of thousands of workers were concluded without work stoppage. The proportion of working time lost through industrial disputes was estimated at less than one quarter of 1 per cent in the first 10 months of the year. During this period there were 205 work stoppages compared with 227 in the first 10 months of the previous year, and their duration, totalling approximately 2,270,000 man-days, was also down from the year before. The most

extensive strikes during 1959 occurred in logging in Newfoundland and British Columbia.

Wage settlements covering a large number of workers were negotiated during the year in all industrial sectors. About two thirds of 144 major collective agreements signed during the first half of 1959, each covering upwards of 500 workers, were for terms ranging from approximately two to three years; the balance were for one year.

Three-year agreements represented slightly more than one sixth of the 144 major agreements, which do not include agreements in the construction industry and those with wage terms in piece rates only.

Among the one-year settlements, wage increases of 5 to 10 cents per hour on base rates were predominant. In most of the two-year agreements the wage increases granted on base rates ranged from 10 to 20 cents or higher over the life of the contract, and in the majority of three-year agreements the wage increases on base rates were within the 15 to 30-cent range.



# Canada's Economic Outlook for 1960

Capital outlays by business community expected to increase considerably during the year, Minister of Trade and Commerce states. Total demands on the economy likely to increase and result in further expansion of employment and output

Based on "what is presently known of investment plans for 1960" it is expected that capital outlays by the business community will increase considerably during the year, it is stated in the review of Canada's economy in 1959 and outlook for 1960 by Hon. Gordon Churchill, Minister of Trade and Commerce.

It is expected that there will be a stepped-up rate of expansion in the commercial and manufacturing sectors of the economy and possibly in some of the utilities. The Minister reported a clear indication already that total investment, both private and public, will increase.

Prospective growth in both exports and investment will help to sustain the current upward trend of personal incomes and contribute to further strengthening in other market sectors. The consumer market in particular gives promise of continuing buoyancy, the Minister believes.

Such considerations, Mr. Churchill says, suggest that total demands on the economy are likely to continue to increase and should result in further expansion of employment and output. He noted that there is still a considerable amount of available capacity in most industries and that manpower and plant capacity are growing steadily.

Under those circumstances, he thinks a production increase of considerable dimensions could take place without giving rise to excessive pressure on productive capacities, but warned that at the same time it is important that demands be kept within the scope of available resources.

"If this objective is achieved," said Mr. Churchill, "Canadians can look forward with confidence to the continuation of sound economic growth."

## Forecast for the Sixties

An improved standard of living, and greater population, labour force and national output in the 1960's for Canada is forecast by Dr. O. J. Firestone, economics adviser, Department of Trade and Commerce, in an address to the Canadian Association of Advertising Agencies.

He sees the annual average wage going to \$2,000 from \$1,530 per capita by the

Reviewing Canada's economic accomplishments in 1959, Mr. Churchill noted that:

The gross national product had increased by 7 per cent during the year; prices increased by 2 per cent on the average; industrial production was 8 per cent higher; total employment rose by 3 per cent; sales of durable goods surged ahead; savings of Canadians reached the high ratio of 8 per cent; The financial position of the consumer was strong and living standards improved; capital spending climbed slightly; housing completions were expected to reach the former record of 147,000; the value of exports was estimated at a record \$5,200 million; imports increased in response to improvement in economic conditions; purchases from the United Kingdom showed a relatively strong advance; the premium on the Canadian dollar was higher.

Production in primary iron and steel industry was two-fifths higher; an early recovery in sales of lumber products in 1958 was maintained in 1959; the newsprint industry moved steadily ahead; the proportion of European-type cars in Canada rose from 20 to 25 per cent; Canada's output of motor vehicles increased; and the production of farm implements continued to improve on the recovery lines established after 1957.

### Farm Income

Total farm cash income in 1959 is likely to be a little above the 1958 level because larger marketing offset lower prices, the Department of Agriculture reports. Prospects for 1960 are that cash income will be about the same as in 1959 or slightly lower.

Assuming average crops, there is nothing to suggest that farm net income in 1960 will differ greatly from that in 1959, the Department says.

end of the decade, an increase of 30 per cent, which will produce the higher standard of living.

In the same period, Dr. Firestone believes Canada's population will climb to 21,500,000, compared with the 17,500,000 of 1959.

The labour force could be 7,750,000, compared with the 6,250,000 at the present time. The gross national product could be

\$55,000,000,000 in 1969, compared with \$34,500,000,000 in 1959—an increase of approximately \$20,000,000,000.

He was more optimistic about the latter part of the new decade than about the early part. He foresaw a “fair” rate of increase in economic activity for 1960 and possibly 1961. But, he warned, “the prob-

lems that we may be encountering as we go into 1962 may be more difficult to deal with than those we encountered in the post-war period.

“What I am implying is that the recession we may be facing in 1962 could be more extensive than anything we have yet experienced since the end of World War II,” he said.

## CLC Memorandum to Federal Cabinet

Congress devotes large part of annual brief to outline of organized labour’s role in Canadian social structure. Prime Minister rejects one recommendation: that South Africa be excluded from Commonwealth because of its racial policies

The Canadian Labour Congress on January 28 presented a 13,000-word memorandum to the federal Cabinet. The labour delegation, led by CLC President Claude Jodoin, numbered almost 200; Prime Minister Diefenbaker was accompanied by five of his Ministers.

In a departure from usual practice, the Congress devoted the first eight pages of its 40-page brief to a discussion of the role of organized labour in the Canadian social structure (see page 151). In the rest of its annual brief, it dealt at shorter length than in other years with its requests and recommendations concerning the economic situation, trade, international affairs, social and labour legislation, housing, immigration, taxation and education.

Both the Prime Minister and Hon. Michael Starr, Minister of Labour, replied to the submission. Mr. Diefenbaker said the CLC’s requests would receive consideration but a suggestion that the Union of South Africa be excluded from the Commonwealth because of its *apartheid* policy “will not receive the favourable consideration of this Government.”

Other Ministers present were: Hon. Donald Fleming, Minister of Finance; Hon. Douglas Harkness, Minister of Agriculture; Hon. Paul Comtois, Minister of Mines and Technical Surveys; and Hon. J. Waldo Montheith, Minister of National Health and Welfare.

### The Memorandum

“The economic situation is better than when we met a year ago,” the CLC agreed. But, although production is up and unemployment down, employment is up “a good deal less” than production. And, the brief went on, unemployment, although down from last year, is still well above 1957 and still farther above 1956, the last full year before the recent recession.

“Moreover, there appears to be little prospect that unemployment in 1960 will be appreciably less heavy than in 1959; and there have already been suggestions, from responsible business forecasters, that the end of 1960 or the beginning of 1961 may see a fresh recession.”

The Congress repeated its declaration in last year’s brief that it could not accept the attitude that “we must resign ourselves to having heavier unemployment than we have usually had from the end of the war till the middle of 1957.”

The Government had taken certain measures that helped lift the country out of the recession, the CLC conceded, citing as an example the large deficit that was incurred partly for that purpose.

We urge you to finish the job. We are not suggesting that another deficit of the same proportions is needed now, still less a perpetual succession of deficits. But we do suggest that the time has come to relax the present tight money policy, whether it is the policy of the Government or the Bank of Canada or both of them. We think the time has come to add to the money supply, carefully, judiciously, moderately, but none the less decisively.

The recent increase in the interest rate on housing loans is a direct result of tight money, the CLC said.

The Congress was not afraid that an increase in the money supply will lead to inflation as long as we have considerable unused resources of plant, equipment and manpower. “We are also convinced that tight money is not a sovereign remedy for, or protection against, inflation.”

Against the several different kinds of inflation there are remedies that can and should be applied as the need arises. Adoption of a variable rate of depreciation and the licensing of large capital issues sold in the capital market could help avoid investment inflation. Regulation by the central bank of the volume of loans of instalment



finance and personal loan companies could also provide control of inflationary pressures generated primarily by credit institutions. Segregation of the personal savings from the commercial lending function of the chartered banks should be studied, the brief recommended.

The CLC welcomed the continuing studies of winter unemployment that the Department of Labour is making and hoped that they will be pushed forward vigorously and speedily.

### Trade Policy

As it did in the 1959 brief, the CLC urged the establishment of a Canadian export-import bank to help Canada's exports compete in overseas markets with those of the United States. The unexpectedly rapid development of the European Common Market and the creation of the European Free Trade Area "serve to underline the importance of the proposal."

Wider markets overseas would increase Canada's prosperity and make the country less dependent on the United States market, "to which we are now so tightly tied," the brief suggested.

"The wider the markets for underdeveloped countries' goods, the quicker their progress towards the higher standards of living which are the one hope of keeping them out of the Communist camp." Aid without trade is not enough, the brief declared. "To give money to help build up the industries of those countries and then to refuse to take their products simply does not make sense. To hope to sell our goods to them without taking theirs in payment does not make sense either."

Canada, it was suggested, should pursue a policy of freer and freer multilateral trade. This would, from time to time, involve difficulties and readjustments; the transfer of workers from industries "in which we cannot compete with the underdeveloped countries to industries in which we can compete."

The solution to the problems involved, the CLC said, lies "neither in building new walls to keep underdeveloped countries' goods out nor in suddenly demolishing all walls against them and leaving the Canadian industries and their workers to find their own way out of the resulting chaos." It lies in planned, gradual adjustments that will spread equitably both the costs and benefits of freer trade, in looking after displaced workers by re-training when possible and by adequate pensions when it is not, in bringing new industries to where

the workers are, when possible, and in moving workers to where the jobs are when it is not.

"It lies, above all, in an effective policy of full employment, so that there will actually be other jobs for displaced workers to take, enough jobs to go around."

In answer to the "loud and strident chorus which constantly declaims that Canada is pricing itself out of world markets and that Canadian labour is mainly responsible," the Congress in its brief said that rising exports suggest that Canada is keeping old markets and getting into new ones; when markets are lost, examination usually reveals that the reason is not price but any one of several other factors.

"Even if it could be proved that a particular Canadian product had lost a particular market because its price was too high, it would not follow that high Canadian wages were the reason," the brief went on. "Theoretically, it might be possible to hold the market or recapture it if we cut our wages low enough; but in practice... it might be completely impossible."

Wages and labour costs are not the same thing, the brief asserted. Although Canada's wages are the second highest in the world, Canada's labour costs were not. A recent United States Department of Labor study had shown that, in 1950, salaries and wages as a percentage of gross domestic product per member of the labour force were lower in Canada than in any of the 14 countries covered except Denmark, Australia and Belgium; in 1955, the Canadian figure was lower than in any of the 12 countries covered except Australia, Belgium and The Netherlands.

### Social Security

Declaring that its conception of social security goes far beyond the separate and unrelated pieces of legislation now on the statute books, the CLC described its thoughts on the subject in these words:

Fundamentally, we think social security should be based on a program of full employment deliberately planned and promoted by the Government. We conceive of social security as embracing adequate standards of education, housing, health and other living conditions as well as protection against those more generally accepted contingencies such as loss of income due to illness, maternity, invalidity, death of the breadwinner, funeral expenses and so on.

To the current program of old age security should be added a wage-related plan, the brief continued. Health insurance, universal in scope, comprehensive in character, publicly financed and administered, must replace what is now in effect.

A major unfilled need is a plan to provide protection against loss of income due to illness, and close to it is the need for benefits for the survivors upon the death of the breadwinner.

The Congress objected strongly to the new Unemployment Insurance Regulations, particularly those defining the monies to be taken into account in determining the amount of benefit payable and allocating earnings for benefit purposes, and protested about their adoption without consultation with the Unemployment Insurance Advisory Committee.

### Labour Legislation

If amendments to the Industrial Relations and Disputes Investigation Act are brought down, the CLC looks for ample opportunity to scrutinize them and make representations if it deems this necessary.

"We do express the hope," the brief added, "that whatever changes in the Act you may be contemplating will not bear upon them the stigma of class legislation like the new Acts in British Columbia and Newfoundland." Later in its brief the CLC expressed regret that the Government failed to disallow the Newfoundland legislation, and hope that the Government will co-operate when the ILO processes the CLC's complaint about this legislation.

The Congress suggested four amendments to the Criminal Code designed to clarify its application to "mischief," picketing and the role of the union representatives during industrial disputes.

The brief also said that a provision for the check-off of union dues should be added to the Industrial Relations and Disputes Investigation Act; the Vacations With Pay Act should be amended to provide for two weeks vacation with pay after one year's employment and should be extended to include businesses in the Yukon and North West Territories; a new Fair Wages Act should be passed providing for union wages and conditions on all government contracts, including those for services provided to departments, and covering both prime contractors and sub-contractors.

To conclude its remarks on labour legislation the CLC referred to the absence of collective bargaining rights for federal government employees. Although they appear to enjoy the right of association, their associations are limited to at most a consultative capacity, the brief said.

The Congress described as "incomprehensible" the recent rejection of a request for a salary increase "in face of the recommendation for one by the Civil Service Commission."

### Housing

Because it believed there was still a "serious" shortage of housing, particularly for low-income groups, the Congress repeated recommendations made in last year's brief on the subject of housing. These called for:

—A program of large-scale, controlled rental and subsidized housing in downtown districts "financed mainly by the senior governments," with the object of easing the housing shortage, reducing land speculation and providing good shelter for families that could not otherwise afford it.

—A greatly expanded program of government-sponsored land assembly in suburbs, low cost residential developments underwritten by such agencies as Central Mortgage and Housing Corporation or co-operative building groups; fiscal policies and government grants or loans "to ensure a much steadier and larger flow of funds into housing" through direct loans or by other means; and, finally, "a general policy of keeping interest rates down."

### Immigration

The CLC again expressed its dissatisfaction with the present Immigration Act. It repeated its conviction that an Advisory Committee on Immigration consisting of representatives of farmers, labour, management, and welfare and other agencies should be established. The federation intimated that it hoped to be given a chance to put forward its views regarding changes that might be made in the Act or in the Regulations.

The Congress admitted that in the past "immigration has ebbed and flowed more or less in accordance with the degree of economic activity." Nevertheless, although stating that it was not opposed to immigration as such, it again expressed its "concern that immigrants may be brought into the country at times when there are not sufficient work opportunities either for them or for Canadian workers."

The CLC commended the Government for accepting as immigrants "families with members who for reasons of health would not otherwise be acceptable." It said that it hoped the number admitted in this way would be increased.

### Taxation

The CLC reiterated its objection to the sales tax as one that "places the burden on the wrong people," and asked for a raising of the exemptions on smaller incomes. It said that the income tax should be more steeply graduated, and it took exception



to the present exemption of 20 per cent on income received from dividends paid by Canadian corporations.

"We have been criticized in the past for seeking, on the one hand, to obtain more and more benefits through social legislation and, on the other, to pay as little as possible towards their cost," the Congress said. It did not agree that this criticism was just. It said that it only contended that social aid should go to those who need it and that taxes should be paid by those who can best afford to pay them. Canadian wage-earners were willing to pay their share, the federation asserted.

### Bill of Rights

The Congress was pleased to learn, the brief said, that the proposed Bill of Rights would be open to much wider preliminary discussion than had been originally planned. It had said in its brief last year that it considered the proposed legislation "inadequate in a number of respects" and it hoped to make its "strong opinions" known to the Government.

### International Affairs

The CLC welcomed the apparent improvement in the climate of international relations, and expressed satisfaction at the growing readiness of governments to discuss problems that must be solved to preserve peace. It referred particularly to the establishment of the 10-power disarmament committee.

As a first step towards an eventual agreement on universal disarmament, the Congress urged the Government to work for a ban on the testing of thermo-nuclear weapons.

But Canada cannot and should not disarm unilaterally, the CLC believed. "Pending an international agreement on disarmament Canada should maintain an adequate defence establishment," the brief declared. "Defence and disarmament negotiations must go hand-in-hand. Neither can safely be sacrificed in favour of the other."

The Congress pointed out that world peace cannot be founded exclusively on nuclear deterrents or on conventional armaments; it is dependent also on improving living standards in underdeveloped countries. The brief repeated urgings for substantial increases in contributions to the Colombo Plan and United Nations assistance and development programs.

"We suggest that Canada should spend a sum equal to 1 per cent of her Gross National Product for aid to less developed countries."

Canada's position in relation to the nations of Asia and Africa had been damaged by failure to take a clear and unequivocal stand on South Africa's *apartheid policies*. As South Africa is a member of the Commonwealth, Canada and other Commonwealth members should do everything within their power to bring pressure on the Government of South Africa to change its policy. "We would favour its exclusion from the councils of the Commonwealth of Nations," the CLC stated.

Because, the Congress believed, formal recognition of governments is not based on moral or ideological considerations, the brief requested the establishment of diplomatic relations with the People's Republic of China.

The Congress was pleased that Canada has ratified the International Labour Organization Convention on Forced Labour, but it urged that Canada should ratify Convention 87 on Freedom of Association and Protection of the Right to Organize, Convention 98 on the Right to Organize and Collective Bargaining, and Convention 111 on Discrimination (Employment and Occupation).

### Education

The Congress said that many Canadian children cannot get as good an education as their abilities warrant. Whether this arises from lack of money, or lack of teachers, or from some other cause, it should be corrected, the federation said.

The measures it proposed included federal grants to the provinces to help not only the universities but also primary and secondary schools, grants for school construction, provision of funds on a large scale for scholarships, the calling of a Dominion-provincial conference on education, the establishment of advanced technical institutes in the main industrial centres, training programs for teachers, and payment of salaries sufficient to attract more men and women of the right calibre into the teaching profession.

The Congress praised the part being played by the Canada Council in encouraging the arts but asked for appointment, without delay, of a labour representative on its board.

### Broadcasting

The new Broadcasting Act has worked well on the whole, the Congress said, although there is room for improvement. It expressed its approval of the way in which the Board of Broadcast Governors had set about its work.

The brief argued in favour of a publicly owned broadcasting service. However, the Congress said, the CBC faces two great dangers. The first is that by relying too largely on advertising for its revenue it may cease "to do its essential national job," and become merely "a magnified private station." The second is the "insistent pressure to get the CBC out of ownership and operation of stations and cut it down to a mere producer of programs for private stations." To do this would rob the CBC of its main source of income, the Congress said.

#### Other Recommendations

The Congress repeated a number of the recommendations contained in its memorandum of the previous year. These requested:

—An increase in the old age pension to \$75 a month, and a reduction in the age at which it becomes payable to 65 years.

—Careful scrutiny of private pension plans to ensure they meet the standards the CLC outlined previously, and raising of the maximum annuity obtainable under the Government Annuities Act from \$1,200 to \$2,400.

—The raising of family allowances enough to restore their original purchasing power, and continuing the payment of allowances up to the age of 20 for a child still attending school or college.

—Establishment of a permanent citizens' advisory committee on fair employment practices, removal of the "discriminatory features" from the Immigration Act, and amendment of the National Housing Act to outlaw discrimination on account of race, colour or creed in the buying and renting of living premises.

—Elimination of anomalies between prevailing rates and classified employees in the government service and improvement of superannuation provisions in the public service.

—Deduction of all medical, dental, optical and hospital expenses, including the cost of drugs, in computing income tax.

—Development of a program of training for those displaced by automation and technological changes.

—The reclaiming by Parliament of jurisdiction over international and interprovincial highway transport.

—The preservation of coastal and inter-coastal trade for Canadian vessels built and manned in Canada and the preservation to Canadian and American vessels of trade in our inland waters on an equitable basis.

#### The Government's Reply

The CLC's representations will be passed on to and considered by the departments, the Prime Minister said in his remarks after the reading of the brief. "Each and every one of your representations deserves consideration and will receive that consideration," he said.

But, he went on, there was one representation "that will not receive the favourable consideration of this Government." He was referring to the statement that the CLC would "favour (South Africa's) exclusion from the councils of the Commonwealth of Nations" unless it changed its *apartheid* policy and lived up to "the accepted standards of elementary decency."

That suggestion, too, was "one that I would not bring before the Prime Ministers' conference" in London in May, he said. The words the CLC used were "not representative of the attitude that binds together the countries of the Commonwealth," Mr. Diefenbaker declared. He asked the delegation what Canadian reaction would be if some other part of the Commonwealth criticized us and suggested our exclusion from Commonwealth councils.

What is required, the Prime Minister told the labour delegation, "is to endeavour to bring about the realization that in this day and generation mankind anywhere in the world cannot practise the luxury of discrimination."

In answer to the CLC's criticism about Canada's abstention at the United Nations on the vote on South Africa, he explained that in 1958 the Canadian delegation did vote and express its views on *apartheid* but in 1959 it thought the resolution, which was worded differently than the earlier one, exceeded United Nations jurisdiction. "The fact that we abstained does not mean we have less than strong feelings on the question."

At the beginning of his remarks, Prime Minister Diefenbaker said he had tried to total up the expenditures that would be necessary to implement the "desirable" objectives set forth in the CLC memorandum. He could not give an exact total, "but to achieve these objectives would require at least a King's ransom."

He would not attempt to estimate the increase in income taxes that would be needed to meet the objectives.

Referring to the statement on the role of organized labour, Mr. Diefenbaker said: "No one would disagree with the views expressed as to the contribution which the trade union movement has made, not only to the welfare of those directly concerned but to the nation as a whole."



### The Minister of Labour

Hon. Michael Starr, Minister of Labour, who was the first of the Cabinet to speak in reply to the memorandum, told the delegation that the CLC submission to the Unemployment Insurance Commission on the new holiday pay regulations would be sent to the Unemployment Insurance Advisory Committee.

He began his remarks with the hope that any differences that may arise between the Congress and the Government "will never be of such a fundamental or far-reaching nature as to disrupt the harmonious relationship that we would all like to maintain."

Many of the CLC proposals merit the endorsement of all thinking Canadians, the Minister said.

Mr. Starr said he believed labour's place in the Canadian community was secure. He then repeated statements he made in a recent radio broadcast: "Labour in Canada has in general shown co-operation and good

sense. It is my hope that this co-operation will continue to grow and deepen and that labour and management in our country will remain conscious of the fact that each has precisely the same stake in the prosperity and progress of the nation."

### Claude Jodoin

After Mr. Diefenbaker and Mr. Starr had spoken, the CLC President pointed out that the Congress had thought it necessary in this year's memorandum to go into the past history of the country and the labour movement "because of the constant attacks that have been made on our movement in Canada." We are not on the defensive, he declared.

Mr. Jodoin said that despite cost, the CLC proposals should be implemented. The labourers and workers of this country are willing to make their contributions, provided the distribution of taxation is "more adequate." The social security and social measures proposed, he said, are a "necessity."

## Role of Organized Labour in Canadian Social Structure

The Canadian Labour Congress in its annual memorandum to the Government departed from custom and dealt at some length with the role of organized labour in the Canadian social structure.

In a preliminary statement in its brief, the CLC discussed union activities in the economic field and in a more general sense. Referring to what it called attacks on the labour movement, it went into proposals made by employer organizations for new restrictions on strikes and picketing and the suggestion that unions should be made more easily subject to civil court action.

"Organized employers, through organizations like the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Canadian Construction Association and others, have been attempting to persuade the public as well as Parliament and Legislatures that unions are somehow irresponsible, indifferent to civil liberties, corrupt and otherwise inimical to the public good," the CLC said. "This we challenge. We see in these efforts a determination to undermine the labour movement..."

"Unions play an important and necessary role. They are much more than economic devices for working people in their relations with employers, although this is a fundamental reason for their existence... They have added strength to the democratic structure, have expanded the area of freedom within our political democracy and have made possible the avoidance of the violent

social conflicts which are characteristic of countries where workers have not enjoyed the freedom of association which they have obtained here...

"Unions are fundamentally economic institutions. We say this as a matter of fact with a sense neither of guilt nor of pride... We do take pride, however, in the contribution trade unions have made to the general well-being. Higher wages have produced not only an increased standard of living for union members but for others as well. The unions' drive for health and welfare plans has resulted in millions of Canadians getting the benefit of prepaid health care at a reasonable cost... The same intensive interest of the labour movement in old age security has played its part in the awakened interest in the welfare of our aged."

On strikes, there was this comment:

Unions have been criticized for strike action. But thousands of collective agreements are regularly negotiated and concluded without a strike or even recourse to conciliation services. Even where strikes have occurred and may occur, they are a small price to pay for freedom. Better to run the risk of occasional strikes than to deprive workers of the right to withhold their labour when they cannot make a bargain with their employer otherwise. Far better strikes than involuntary servitude. As a general rule, they are more effective than compulsory arbitration. The possibility of a strike—or, for that matter, of a lockout—is a far greater incentive to genuine collective bargaining than anything else which has yet been invented.

On picketing:

Here, too, the issue of freedom is involved, whether it is a matter of primary, secondary, informational or any other form of picketing. We assert our right to engage in such picketing. To infringe on this right is to invade the right of free speech and the right to disseminate information. If unions are to be prohibited from persuading people to refrain from purchasing the goods of a sweatshop employer, it is only another step to prohibit people from expressing publicly their views about any alleged injustice.

On the union's achievement of industrial democracy:

Without unions and collective bargaining, industry is a dictatorship of the employer. Unions have introduced constitutional government into industry. The collective agreement is the industrial constitution.

In their "civil liberties zeal" employer's organizations were "far less interested in

anyone's right to a particular job than in weakening unions, undermining their ability to act for their members, and getting back as near as may be to the days of individual bargaining, company unions and the law of the jungle," the statement said.

On the legal status of unions the CLC pointed out that under most Labour Relations Acts collective agreements entered into by a certified bargaining agent are legally binding upon the union, just as they are upon the employer. "A certified union that breaks an agreement is legally responsible."

The proposal to "put unions on an equality with companies" would simply be, in effect, a prohibition of strikes, the CLC declared.

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## Self-Analysis of U.S. Labour Movement

President of Connecticut AFL-CIO, in address to National Institute of Labor Education, does not hesitate to comment on trade unionism's shortcomings and failures while describing its virtues. Poses challenge facing all leadership

A critical analysis of the present position of trade unionism in the United States was given by Mitchell Sviridoff, President of the Connecticut State Labor Council (AFL-CIO), in a paper entitled "Labour's Public Responsibility in Internal Union Affairs," read at a meeting of the National Institute of Labour Education, held recently at the University of Wisconsin.

In his paper Mr. Sviridoff set out the virtues of trade unionism; but he did not shrink from also dealing with its shortcomings and failures.

In a highly industrialized and organized society the organized labour movement is essential as a check on the economic power of the big corporation and on the political and social power of concentrated wealth, the speaker asserted.

"An organized labour movement, if it is effectively to fulfil its functions in terms of the democratic ideal, must therefore develop a degree of organizational strength—or power if you will—commensurate with the strength and power which surrounds it. Failure to achieve or to maintain such a position of strength invites an economic and political imbalance," Mr. Sviridoff said.

An equally important function of the labour movement is that it may give the worker a voice in determining the conditions under which he works. It also affords him "an opportunity for a tangible demo-

cratic experience which can contribute significantly to the enrichment of a democratic society," said the speaker.

He went on to ask whether, since strength was necessary to the union movement, it could, for any length of time, "sustain the drain on its strength made by those internal democratic procedures which many of its well-wishing friends demand of it." As a union matures, he said, "pressures towards the limiting of democratic processes and the centralizing of authority necessarily increase in direct proportion to the union's growth and its increased responsibility."

There are today, and there always have been a substantial number of labour leaders who take the view that "the union representative's only responsibility is to help make the worker's (pay) envelope as fat as possible." These leaders regard democratic practices in unions as obsolete and as an impediment to efficiency, Mr. Sviridoff said.

As to public responsibility, the proponents of this view argue that responsibility in a union will be greatest in an atmosphere of security for the union. "Internal fighting drains the strength of the union. To meet wild promises of the opposition, the 'responsible' leadership may well be impelled to irresponsible behaviour. The issue comes down to what it is that we really want—responsible behaviour or some abstract concept of democratic performance," the speaker argued.



Considering the "fast buck" materialistic standards of American society, he said, "the fact that we have achieved such a high degree of moral incorruptibility, the Becks and Hoffas notwithstanding, should be to our everlasting credit." He pointed to the measures taken by the AFL-CIO to deal with corruption by imposing a code of ethical practices on its affiliates, despite a 75-year-old tradition of absolute autonomy; by expelling 10 per cent of its total dues-paying membership because of refusal to comply with this code; and by voluntarily offering to co-operate in the formulation of legislation to regulate financial practices and internal procedures of trade unions.

Mr. Sviridoff also contended that American labour had shown responsibility in collective bargaining, and had spent much of its energies in pursuing "goals of broad public interest," such as education, housing, social security, and a responsible and humane foreign policy.

However, the speaker expressed doubt as to whether labour leaders had been unaware of the existence of corruption in some parts of the labour movement before the exposures of the McClellan Committee were made. He suggested that instead of taking any action "we hoped against hope that these ugly sores would just go away and stop bothering us."

As a result of the McClellan Committee findings, Mr. Sviridoff said, the labour movement suffered no worse damage than the Labor-Management Reporting and Disclosure Act, "bad as it is," and some increased public hostility because of three things: the vigorous and determined, though somewhat belated, action of the AFL-CIO; the Democratic victory in the congressional elections of 1958; and "the sheer stupidity and avariciousness of our opposition."

Some of the "cockeyed optimists" in the labour movement, however, misinterpreted the public's repudiation in the 1958 elections of "right to work" legislation. "As we later learned to our sorrow, although the public opposed extinction of the institution of collective bargaining, it was far from satisfied with the state of the institution of trade unionism," he said. "This dissatisfaction was not confined to the large, unin-

formed sector of the public. Many well-informed and long-standing friends of the labour movement began exhibiting disquieting signs of disenchantment."

Some persons were still using the argument that what happens within the family of a private voluntary organization was none of the public's business. This argument, Mr. Sviridoff said, neglects this "crucial" fact: "The institution of collective bargaining has been firmly rooted in the law since the days of F.D.R. and the enactment of the Wagner Act... The public, if it willingly confers upon us such valuable legal rights, is altogether justified in expecting responsible behaviour from us in return."

Although drastic revision of internal union procedures may be urgent and necessary in some sectors of the labour movement, it would not be enough by itself, he continued. Nor did he agree "that we can legislate purity into the functional operation of the labour union." He did not suggest either "that democracy and free speech and human rights in labour ought to be equated with the town meeting concept of freedom. A union obviously cannot survive as a debating society," he argued.

This brings us back again to the fundamental question of the role of the labour movement and its goals. If its function is exclusively economic and materialistic, then a standard of comparison with banking, business and even many of our honoured professions is entirely appropriate. But if instead we conceive our functions to be broader, indeed our purpose to be more a mission, then not only must we expect that higher standards of behaviour will be imposed upon us—perhaps they ought to be self-imposed, as many international unions have already done.

Mr. Sviridoff said that "many positive and encouraging things are happening within the labour movement," and that there was "no cause for total disenchantment or futility".

"The tough question before us is whether an established institution can rise much above the ethical level of its environment. This is the challenge which constantly confronts all levels of leadership in all fields of endeavour. This challenge, if not squarely met, will cause much public hostility and interference to be inflicted upon the labour movement," he asserted.

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A new international seamen's union, the International Maritime Workers Union, designed to provide collective bargaining representation for crews of so-called flag of convenience vessels (L.G., Jan. 1959, p. 18) has been formed by the Seafarers' International Union and the National Maritime Union. Initially, staff and facilities for the new union will be provided by the SIU and the NMU.

# Quebec Federation of Labour Convention

Question of political action dominates fourth annual convention. Delegates reaffirm desire to continue studies on formation of new political party, ask Federation's leaders to prepare recommendations in time for next convention

(Translation)

The fourth annual convention of the Quebec Federation of Labour, held in Montreal from November 26 to 28, was dominated by the trade unions' preoccupation with political action.

After a lengthy discussion, the 500 delegates reaffirmed, by means of two resolutions, their desire to continue to study the formation of a new party.

The idea of political action also made itself felt in the other resolutions, when group after group of delegates maintained that the legislative demands of the unions will avail nothing as long as they are not supported by direct political action.

The key-note of the convention was sounded at the opening meeting, when Roger Provost, President of the Federation, stated that the reasons for the labour organizations' entering the arena of political action, following the CLC convention at Winnipeg in 1958, are still "just as real and just as true."

CLC Vice-President William Dodge suggested that the delegates ask themselves how the problems with which the labour movement is now faced can be solved without political action.

The reaction of the delegates, although not unanimous, was nevertheless overwhelmingly in favour of an intensification of consultations in this matter.

The QFL convention officially welcomed, for the first time, the President of the Catholic Union of Farmers, Jean Baptiste Lemoine, who, in his brief address, stressed the community of interests between the various classes of society and expressed the wish that a better understanding might be reached so as to make use of the wealth of the country for the benefit of all.

Opening under the chairmanship of Louis Laberge, President of the Montreal Labour Council, the convention also welcomed Montreal Mayor Sarto Fournier.

The delegates paid very special tribute to the memory of the late Mgr. Joseph Charbonneau, stressing the sympathy towards labour shown by His Excellency while he was Archbishop of Montreal.

Mr. Provost was re-elected President for the fourth consecutive term. There is only one new face on the Executive Committee—that of Jean Gérin-Lajoie, 2nd Executive Vice-President, in the place of Pat Burke, who resigned.

In addition to resolutions dealing with political action, the three-day convention adopted resolutions concerning human rights, industrial accidents, full employment, minimum wages, education and labour relations.

## President's Address

Inflation and political action were the two topics dealt with by Roger Provost, President of the Federation, in his address at the opening of the convention.

Stating that the working class does not accept the theory of salutary part-time unemployment, he called on governments to find some way of attaining economic development that would allow full employment while at the same time keeping prices as steady as possible.

In the field of political action, Mr. Provost reiterated the need to form a new party, but stressed the fact that it would not be a labour party.

The President departed from the text distributed in advance and commented briefly on the memorandum submitted to the federal Cabinet by the Canadian Chamber of Commerce the previous day.

Calling this brief the "finest piece of union propaganda with a Fascist trend," Mr. Provost wondered whether the Canadian Chamber of Commerce was not seeking "a reaction, on the part of the working classes, which would lead to destruction of our democratic system."

On the threat of inflation, the QFL President addressed his remarks in particular to the partisans of completely free enterprise. He wanted to warn them, above all, against "the illusion that freedom of enterprise is a permanent, immutable and unchangeable system."

Reminding the delegates that abuse of the right of ownership has led to its almost absolute negation in certain countries, he said:

If we are to save our free world from Leninism and preserve its liberty, the supporters of free enterprise must clearly understand those reforms that are more indispensable than ever. Full employment and a reasonable standard of living are the two conditions essential to the longevity of free enterprise and the exercise of the right of ownership. And with this in view it is up to enterprise to agree to discuss





**Officers for 1959-60 elected at the fourth annual convention of the Quebec Federation of Labour: (left to right): Roméo Girard, Sec.; Eucher Corbeil, Treas.; Roger Provost, Pres.; Edouard Larose, 1st Vice-Pres.; and Jean Gérin-Lajoie, 2nd Vice-Pres.**

those conditions that are essential to full employment and to a decent standard of living.

Mr. Provost suggested to governments several remedies, such as:

- Having the courage to control the rate of capital expenditure, and getting business to agree to this.

- Controlling the rates of depreciation deductible from taxable income.

- Controlling sales on the stock and bond markets.

- Making the central banking system more effective.

- Setting up controls over financial institutions other than banks.

- Establishing greater and more effective co-operation between the monetary policy of the Bank of Canada and the fiscal policy of the Government.

The President added that labour does not accept the explanation according to which the primary cause of inflation is wage increases.

Turning to the question of political action, Mr. Provost said:

To those who already see the Canadian Labour Congress and the Federation as dominated by or dominating a political party, as well as those who think that we are engaged in forming a labour party, I should like to repeat once more that there is no question of

creating such a party. In view of the economic and political situation in our country, it would be suicide to organize a class party even if this party were labour.

Thus it is evident that this party which we are trying to organize must be a people's party, with workers, farmers, merchants, professional men and all who want to democratize Canadian politics.

In closing, Mr. Provost stressed the fact that "neither the Canadian Labour Congress nor the Federations as such will be members of the new political structure."

### **William Dodge**

The Executive Vice-President of the Canadian Labour Congress, William Dodge, said that the unions had a choice between keeping quiet so as to win a few favours from the politicians and fighting with all their might on the economic and political fronts for their basic rights.

Mr. Dodge, representing CLC President Claude Jodoin, who was in Europe at the time attending a meeting of the International Confederation of Free Trade Unions, devoted the major part of his address to a statement of the CLC's position with regard to a new party.

Reminding the delegates that the CLC is a labour organization and not a political party, he added that this organization admits that all members of its affiliated unions do not approve of the supporting of a particular political party and that its affiliates will not

or cannot all follow such a policy. The Congress must remain what it is today: an independent labour organization impartially serving those unions which believe in vigorous political action as well as those which, for reasons best known to themselves, will not or cannot support a political party. This has always been the attitude of the Congress. As a matter of fact, it has never ceased to maintain that, even in the case of unions which decide in favour of affiliation with a new party, the rights of individuals opposed to this policy must be safeguarded.

Mr. Dodge asked the unions, however, to examine those problems which are now presenting themselves to the Canadian labour movement and to ask themselves how they could be solved without political action.

In this connection, he noted that the only provincial federation which refused adherence to the political resolution passed at Winnipeg in 1958 was the Newfoundland federation. Its reward, he said, was the adoption, by the Government of Newfoundland, of the "most noxious labour legislation ever passed in Canada in the last 50 years."

Referring to the CLC convention to be held in Montreal in April, Mr. Dodge expressed the hope that the delegates will come to it familiar with all the facts, aware of the consequences, and prepared to make an intelligent, considered decision.

If the delegates should decide in favour of direct political action, he added, they must be prepared to assume whatever responsibilities such a decision would entail: helping the candidates from their own political movement by their work, their financial support and, above all, their votes.

### Political Action

The question of political action on the part of the trade unions was the subject of the most animated discussion during the three-day convention, both by reason of the number of delegates who took part in it and by reason of the divergence of opinions expressed.

At the close of the debate the convention reiterated its approval of the political resolution passed at the 1958 convention and instructed the Executive Committee to continue its study of the problem.

Even though opposition to the two political resolutions was pronounced during the discussion, when the question was put to the vote only half a dozen voted against it.

The first resolution submitted by the Education and Political Action Committee, which was under the chairmanship of Jean Philip, UTWA, Montreal, urged the Federa-

tion's leaders to carry on and intensify the work already undertaken in this field, to continue the consultations already begun, and to begin others, especially on the regional and local levels. It called also for a comprehensive publicity campaign "to show the people the similarity of interests and needs existing among the various working classes" and asked the Executive to report to the next convention with recommendations "it considers appropriate at the time."

The preamble to the resolution called attention to the interest in plans to create a new political party shown by delegates to the Winnipeg CLC-CCF seminar; to the encouraging results of "semi-official contacts" made in the province by the Federation's leaders; to the "keen" interest shown at union conferences in the province, notably at the study days sponsored by the Montreal Labour Council and the Rouyn-Noranda Labour Council; and to the fact that the reasons for the adoption of the political resolution at the QFL's 1958 convention "are still just as valid."

Discussion on this first resolution was short and unanimous. Half a dozen delegates spoke briefly. Bertrand Proulx of Montreal, of the CBRT, sounded the keynote for the discussion when he said that labour will never get anywhere without labour representatives in the legislative field. Jean Marie Bédard of Waterloo, of the International Woodworkers of America, pointed out that there is no use talking about political education unless one has political action in view.

But it was the second political resolution which was the subject of the long debate. This one read as follows:

WHEREAS the delegates to the second convention of the CLC at Winnipeg adopted a resolution in favour of the formation of a new political party which would truly represent the people of Canada, and a similar resolution was adopted at the third convention of the Quebec Federation of Labour;

WHEREAS for a movement to be truly democratic it is necessary that the rank and file have their say in what concerns its program and constitution;

WHEREAS certain points are not yet very clear in the minds of certain members of the labour movement;

THEREFORE BE IT RESOLVED that this fourth convention of the Quebec Federation of Labour reiterate its support for the Winnipeg resolution and request the Canadian Labour Congress and the Quebec Federation of Labour to organize between now and April 1960 numerous forums and conferences to explain the Winnipeg resolution, to consult active unionists in Quebec province on what should be the scope and the program of the new party, and to prepare them to make a democratic decision at the time of the Canadian Labour Congress convention based on a clear understanding of the problem.



The discussion would no doubt have dragged on interminably if the President had not pointed out that, having already passed a resolution instructing the Executive Committee to continue its study of the question, the convention could hardly throw out the second resolution.

Those who supported the resolution stressed that it was only a matter, for the time being, of continuing to study the problem, while those who were against it replied that, being opposed to all political action, there was no use wasting time considering the question.

The need for setting up the new party on a democratic basis, by a thorough study of all aspects of the problem in all centres of the province, was also urged.

The opponents of the resolution pointed out that the primary purpose of trade unionism is to negotiate collective agreements and advised the delegates to stick to that.

Jean Gérin-Lajoie of the Steelworkers, Montreal, stressed the need for the labour movement to provide itself with the best instruments possible to serve the cause of the working classes. He stated that, by giving democratic structures to the new party, militant members could control its destinies and guide the policy of the leaders.

The committee chairman reminded the delegates that it was only a question of reaffirming the attitude adopted by the QFL last year. Stating that there can be freedom of choice only when people are acquainted with all the aspects of a problem, he emphasized the need to hold forums and conferences so that every one might be well-informed and able to make an enlightened decision.

Fernand Daoust of Montreal, of the Oil, Chemical and Atomic Workers Union, said that the only difference between the two existing parties is that one is in power and the other in the opposition. "Neither one," he said, "is fundamentally democratic." Individual unions as well as individual members would be completely free to engage in political action or not to do so, he asserted.

Gérard Tremblay of Montreal, International Longshoremen's Association delegate, expressed opposition to political education as well as political action. Hector Marchand, also representing the longshoremen, supported his colleague by pointing out that it is the mission of a labour leader to strive for the welfare of the workers, and that this does not imply direct political action.

Two representatives of the Jacques Cartier Typographical Union, Edgar McGown and André Levesque, also denounced any excursion into the realm of direct politics. They suggested sticking to the organizing of non-union workers and the submitting of legislative briefs to the Governments.

Among the other delegates who expressed opposition to the resolution were: Gérard Désilets of the International Association of Machinists, Blaise Daigneault of the Bakery and Confectionery Workers' International Union and L. W. Claridge of the International Typographical Union.

## Human Rights

The establishment by the federal Government of an advisory committee in connection with the Canada Fair Employment Practices Act and the passing of such a law by the Government of Quebec were among the principal recommendations submitted by the QFL's Human Rights Committee and carried unanimously by the delegates.

The convention also recommended an amendment to the federal Act aimed at preventing any discrimination in the field of housing and another amendment that would prohibit the granting of contracts by the federal Government to any company practising discrimination on account of age.

The delegates are also anxious to do away with all discrimination with regard to language, and called on the two Governments to enact measures providing equal opportunities in employment, promotion and working conditions for all employees, regardless of which of the two official languages of our country they may speak.

## Industrial Accidents

A convention committee drew very special attention to the legislation concerning industrial accidents, and suggested an imposing number of changes which the QFL would like to have adopted. This is to form the subject of a brief that the Federation will submit to the provincial Cabinet.

Recommendations included:

- Elimination of the five-day waiting period between the accident and the day on which the first payment is made;

- Increasing the amount of compensation to 100 per cent of the accident victim's wages;

- Basing the rate of compensation, in case of recurrence, on the average wage earned during the five weeks worked previous to the recurrence and not the five weeks preceding the accident itself.

## Full Employment

The Federation urged the Governments to adopt a policy of full employment, protecting the workers against technological unemployment caused by automation, and legislative measures aimed at preventing those cyclical fluctuations from which our national economy suffers.

At the same time the delegates, wanted to urge the Prime Minister and his Government to give immediate effect to the promises of full employment made during the election campaign.

The QFL also endorsed the winter employment campaign and decided to exert pressure on the provincial and municipal Governments to have them take effective, concrete measures to combat seasonal unemployment.

## Minimum Wages

The QFL resolved to ask the provincial Government to pass an Act increasing the minimum wage to a dollar an hour throughout the province.

The delegates stressed the fact that the wage rates set by the Minimum Wage Act no longer come up to the elementary standards of a normal wage when compared with the cost of living.

Fernand Daoust of Montreal said that hourly wages of 50 and 60 cents are still being paid, which is less than the unemployment insurance pays in certain cases.

The delegates also adopted another resolution asking the provincial Government to establish the 40-hour week.

## Police Forces

The delegates resolved to ask the federal and provincial Governments to institute Royal Commission inquiries into the actions of the police, both public and private, on the occasion of labour-management disputes.

The resolution, which was passed unanimously, stated, among other things, that "the Royal Canadian Mounted Police in the Newfoundland strike, the Provincial Police in the Murdochville strike, the Montreal Police in the CBC and Fry-Cadbury strikes, and private police in the Brique Citadelle strike (to give only a few examples) completely departed from their proper role, which is to keep order impartially, to become strike-breakers in the pay of the employers."

## Other Resolutions

The delegates adopted a number of other resolutions, some of which requested that:

—The federal Government revise its immigration policy so as to have the arrival of immigrants correspond to the needs of labour;

—Employees of religious or charitable institutions be subject to the Unemployment Insurance Act;

—School attendance in the province of Quebec be compulsory up to the age of 16;

—Education be free at all levels;

—The political independence of the Canadian Broadcasting Corporation be assured;

—Quotas be established with regard to the importation of textile products;

—Notice given in the case of a layoff be increased from one week to two;

—The public services be given the right to strike;

—Salaries of federal civil servants be increased.

## Elections

Roger Provost, Vice-President and Canadian Director of the United Textile Workers of America, was unanimously re-elected President of the Federation.

Edouard Larose, of the United Brotherhood of Carpenters and Joiners of America, was unanimously re-elected Executive Vice-President. The second Executive Vice-President's position went to Jean Gérin-Lajoie of the Steelworkers, elected by acclamation in the place of Pat Burke, who did not run.

Roméo Girard of the Teamsters won a narrow victory for re-election as Secretary-Treasurer over Fernand Daoust of the Oil, Chemical and Atomic Workers Union.

The convention also chose 15 Vice-Presidents, six of whom represented industries as follows: Bernard Boulanger, manufacturing industries; P. E. Jutras, transport and transportation equipment; Roland Goedike, foods, beverages and services; Léo Moore, lumber, paper, forestry and construction trades; Maurice Silcoff, primary and secondary textiles; Gérard Poirier, mines and metallurgy.

The nine regional Vice-Presidents were: John Purdie, Roger Lampron and Aldo Calouri, City of Montreal and suburbs; Benoît Laviolette, Gatineau and Laurentian districts; L. H. Lorrain, Northern Quebec; Jean Philip, South Shore and Eastern Townships; Oscar Longtin, Southern Quebec; A. O. Robindaine, St. Maurice district; and J. B. Hurens, Quebec City.



# Apprenticeship Training Advisory Committee

11th Meeting proposes setting up of study group to examine traditional concept of apprenticeship to determine whether it is adequate to meet future training requirements of manufacturing industry, make recommendations for future program

Based on the suggestion that the traditional concept of apprenticeship may not be adequate to meet future training requirements in the manufacturing industries in Canada, the Apprenticeship Training Advisory Committee at its 11th meeting in Ottawa in January endorsed a proposal that a study group, consisting of representatives of industry and Government, be set up to examine the situation and bring to the Committee recommendations for future development of a co-ordinated and co-operative apprenticeship program.

"Adequate and suitable training of skilled and technical manpower is becoming more important each year, both for the benefit of our expanding and changing economy and for the welfare and future security of young Canadians," Richard Thrasher, Parliamentary Assistant to the Minister of Labour, told the Committee at the meeting's opening. He added that the apprenticeship program must continue to plan a leading role in vocational training in Canada.

"The journeyman level," one report to the meeting stated, "is becoming less and less distinct in many cases and the training process is a continuous one from initial entry into employment on through the various stages of ability and performance to recognized positions of supervision or highly technical levels." It was suggested that training authorities should consider apprenticeship as a stepping-stone to higher levels of industrial training.

At the opening meeting, A. H. Brown, Deputy Minister of Labour, expressed the opinion that more progress might be made towards solving unemployment from a long-term point of view if a higher percentage of the youth entering elementary school were persuaded to stay in school until they received sufficient education upon which training can be built.

It was thought that instructors tended to place the emphasis on learning the skills of the traditional trades up to the journeyman level when perhaps more attention should be paid to the fact that training might be extended to the technician level. It was suggested that training authorities should re-examine the levels of training and recognize that progressive developments are taking place in industry with little corresponding change in training programs.

To meet with this changing picture, the Committee agreed to embark on a new series of analyses of classroom subjects related to industrial occupations, such as mathematics, metallurgy, electronics, science and oral and written communication. It is proposed to break down each of these into progressive blocks of information and content, from the very elementary to the more advanced knowledge required at the sub-professional level. These analyses could then form the basis of any training program provided for workers in industry.

This approach, Committee delegates thought, would result in the identification of levels of training that would be reasonably uniform across the country. These levels might be comparable to the United Kingdom levels of craftsman, ordinary and higher national, but based on the requirements of Canadian industry.

A preliminary report on a survey of organized training programs in mining, manufacturing, transportation and communication, and public utilities showed that there was an increase in the percentage of firms carrying on apprenticeship in manufacturing between 1953 and 1959—from 19 per cent to 26 per cent. However, between 1956 and 1959, there was a slight decrease in apprenticeship, from 28 to 26 per cent.

A number of reports were presented to the Committee dealing with the status of apprenticeship training, the use of inter-provincial examinations and the subject of how education is preparing the product of the school system for the work world.

On September 30, 1959, there were 18,645 apprentices registered with the provinces where the federal-provincial apprenticeship agreement is in effect. This does not include private apprenticeship training programs in industry. The figure represents an increase of 1,357 over the number registered at the same date in 1958. Fifty-one per cent of these apprentices were in the building trades, 31 per cent in automotive trades and the remainder, 18 per cent, in a variety of manufacturing and service trades (8.5 per cent were in the manufacturing industries).

Two new trade analyses will be undertaken in the coming year. They are air conditioning and refrigeration, and industrial mathematics. Analyses have been completed in 12 trades; machinist; carpentry; sheet metal; plastering; bricklaying; motor

vehicle repair, mechanical and body; plumbing; electrical; painting and decorating; heavy duty mechanics; and welding. Work is well underway on steamfitting, radio and television servicing, cooking, and toolmaking. The analyses are used as a basis for courses of study and the setting of interprovincial trade examinations.

Two new interprovincial examinations will be prepared during 1960. Nova Scotia will prepare the carpentry examination, and Manitoba the examination for the sheet metal trade. This year, interprovincial examinations will be tried in the electrical trade, which was constructed by Ontario. An examination in the plumbing trade, prepared by Alberta, will be used on a trial basis this year.

In 1959, the first interprovincial examination to have official use was given to graduate apprentices in the mechanical branch of the motor vehicle repair trade in eight provinces. The certificates of successful candidates had an interprovincial seal affixed which is recognized by the participating provinces as a mark of competency (L.G., Nov. 1959, p. 1144).

Committee members heard a preliminary report on one of the skilled manpower training research projects being carried on by the Department of Labour. The report took a look at the Canadian educational and training system, showing what contribution these facilities are making to skilled and technical manpower needs and outlining some of the major characteristics of the working world into which the products of the educational system are flowing, illustrating how this world is changing.

It was shown that 82.5 per cent of those entering the secondary school level enrol in academic courses, 9 per cent in commercial courses, 4.3 per cent in technical courses, 2.1 per cent in trade courses, 0.3 per cent in agricultural courses, and 1.8 per cent in other courses.

Looking at the occupational distribution of employment in Canada, the report shows that 25 per cent of all employment is in the skilled and professional occupations: 8 per cent professional, 17 per cent skilled. Other occupational distribution is: white collar, 29 per cent; semi-skilled and unskilled, 31 per cent; other occupations, 15 per cent. Professional, skilled and white collar occupations are the fastest growing groups, and there are fewer and fewer jobs in the unskilled and semi-skilled categories.

This means that one out of four of the new workers entering the labour market should be destined for jobs in the skilled and professional fields at some stage in their working lives. However, the report continues, of those leaving the educational-training system, fewer than one-third have at least a junior matriculation standing. Fewer than 20 per cent have a senior matriculation standing or its equivalent.

Looking at the drop-out picture in Canadian schools, it was shown that of the 396,000 students enrolled in Grade 2 in 1957-58, 131,000 (about 33 per cent) will leave school before reaching first year high school, 139,000 (about 34 per cent more) will drop out between first year high school and junior matriculation, 95,000 (about 27 per cent more) will leave between junior matriculation and first year university, and 32,000 (about 7 per cent) will enter university in courses leading to a degree.

From the point of view of the work world, only a small fraction of those who obtain junior matriculation standing or better have had any vocational training or received any pre-employment training to prepare them for skilled or technical jobs.

The report adds that the scarcity of definite formal channels linking the school and work as a means of becoming more competent in an occupational field has meant in Canada that the educational system has tended to develop a range of formal characteristics that, to some extent at least, set it apart from the working world. It was suggested that a greater diversity in the ways in which school and work are integrated would help the drop-out problem.

Members of the Apprenticeship Training Advisory Committee who attended the meeting were: Herbert C. Nicholls, President, Milne & Nicholls Ltd., Toronto, Committee Chairman; J. T. Dyer, Deputy Minister of Labour, Newfoundland; B. F. Addy, Director of Vocational Education, Department of Education, Manitoba; N. D. Cochrane, Deputy Minister of Labour, New Brunswick; Herbert Cocker, Vice-President, McKay-Cocker Construction Ltd., London, Ont.; Andrew Cooper, Ontario Vice-President, Canadian Labour Congress, Toronto; T. J. Metayer, Manager, Industrial Relations, Dominion Bridge Co. Ltd., Montreal; W. H. Sands, Deputy Minister of Labour, British Columbia; G. P. Schollie, Canadian Vice-President, International Association of Machinists; and L. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, Peterborough, Ont.



# Sixth World Congress, International Confederation of Free Trade Unions

Six Canadian trade unionists attend ten-day meeting marking 10th anniversary of ICFTU founding. Congress calls for establishment of committee to consider re-organization of permanent secretariat and report before June of this year

Canadian Labour Congress President Claude Jodoin led a six-man delegation from Canada to the 10th anniversary meeting of the International Confederation of Free Trade Unions, held in Brussels in December.

About 170 delegates were present at the meeting; they represented 66 labour organizations in 55 countries and territories having a membership of slightly more than 50 million.

Most contentious issue at the meeting concerned the Confederation's permanent secretariat, headed since the ICFTU's inception by Secretary-General J. H. Oldenbroek. The United States delegates, particularly, thought Mr. Oldenbroek's administration and policies were not vigorous enough.

On the last day of the 10-day meeting a United States-sponsored resolution instructing the ICFTU Executive Board to establish a committee to consider the problem of re-organization as it relates to structure, resources, officers and personnel was adopted by a vote of 98 to 29 with 7 abstentions. The committee's recommendations have to be acted upon by the Board no later than its meeting in June this year.

Appointed to the committee were ICFTU President Arne Geijer, AFL-CIO President George Meany (with AFL-CIO Vice-President Walter Reuther as substitute), Sir Vincent Tewson of Britain, Willi Richter of Germany and Louis Major of Belgium.

In the elections that followed the adoption of this resolution, no candidate was nominated to oppose Mr. Oldenbroek, who was re-elected for another three-year term.

The Congress decided to increase African representation on the Executive Board from two seats to three. Asian representation was also raised by one seat, bringing the strength of the Board to a total of 27. It also decided that the Executive Board should elect at least seven vice-presidents and eight instead of seven members of the subcommittee. As a result, Africans have been elected to the subcommittee and to one of the vice-presidential seats for the first time.

Canada was represented at the conference, in addition to Mr. Jodoin, by CLC Secretary-Treasurer Donald MacDonald; William Mahoney, Canadian Director of the United Steelworkers; W. J. Smith, President

of the CBRT; George Schollie, Canadian Vice-President of the IAM; and Kalmen Kaplansky, Director of the CLC International Affairs Department.

Mr. Jodoin and Mr. MacDonald were re-elected as members of the Executive Board of the ICFTU. William Mahoney and Stanley Knowles were named first substitutes; Kalmen Kaplansky and Joseph Morris, second substitutes. Mr. Jodoin also served as chairman of the standing orders committee, and Mr. MacDonald was chairman of the constitution, administration and finance committee; Mr. Smith acted as *rapporteur* for the committee on education, publicity, publications and women workers questions.

C. H. Millard, former Canadian Director of the Steelworkers, is to remain as ICFTU Director of Organization.

AFL-CIO President George Meany and Vice-President Walter Reuther were re-elected as Vice-Presidents of the ICFTU. Arne Geijer of Sweden was re-elected President.

## Donald MacDonald

Donald MacDonald opened the debate on the "Struggle for Labour Rights". In his address, he criticized the two acts passed in Newfoundland early in 1959 during the strike of the International Woodworkers of America, the federal Government's failure to disallow the legislation, and the new Trades-union Act in British Columbia.

He also was critical of the new labour act in the United States, the situation in South Africa and attacks on trade union rights in Japan.

Mr. MacDonald noted that even the best friends of unions, and those who were brought up in the democratic traditions of trade unionism, are at times "eager to rationalize when formulating a universally acceptable definition of basic trade union rights. Their logic seems to indicate that we must accept certain facts of life and not be too particular in assessing trade union rights when it comes to countries which are either in the Fascist or Communist camps, or in countries which have not yet attained a full degree of democratic development, or are just in the beginnings of the process of industrialization . . ."

Fundamental aims and purposes of trade union organizations, Mr. MacDonald said, are basic and must remain basic to all stages of economic development, to differing political systems or national characteristics.

There is no country in the world, Mr. MacDonald went on, where workers can be certain that their rights will not be contested. Even in otherwise democratic countries such as Canada, the United States and Japan, severe attacks on trade union rights have recently been made and unions have had to wage an uphill battle to protect labour rights.

We Canadians, Mr. MacDonald said, "have prided ourselves for many years on the fact that by and large the battle for union recognition has been won. This past year, however, has witnessed a concerted attack on labour in Canada." Here he described the developments in Newfoundland that led to the passage of the two Acts: "one decertifying the IWA as the bargaining agent for the loggers concerned and the second bill virtually giving the Government the authority to outlaw certain unions in the province of Newfoundland."

When the federal Government "refused to act" on a CLC request that it use its power to disallow the legislation, "we were forced to file a complaint with the International Labour Organization," he told the meeting.

Other opponents of the labour movement are likewise using the legislative process in an attempt to cripple our trade unions. In British Columbia, another of our provinces, a bill aimed at making strikes ineffective, prohibiting the publication of information about unfair labour practices of employers and laying unions open to damage suits for the acts of any member has been passed by the Legislature. This bill incorporates the presumption of guilt on the part of unions until the opposite is proven.

"In the United States," said Mr. MacDonald, "the Taft-Hartley Act, which in itself has severely restricted trade union rights, has been supplemented by legislation which, under the pretext of protection against corrupt practices, has introduced a system of Government supervision of trade unions and has restricted certain legitimate trade union activities such as the secondary boycott..."

Mr. MacDonald noted that while the European minority in the Union of South Africa enjoys democratic rights for itself, these do not exist for the large non-European majority of the population.

## Resolutions

The meeting adopted, with minor changes, an amended constitution drafted by a committee headed by Donald MacDonald of the CLC. Probably the most important change was the provision for additional representatives on the Executive Board from Africa and Asia.

The Congress also:

- Urged trade unionists everywhere to join in the ICFTU's campaign to arouse public opinion against every violation of "basic trade union rights to organize freely into trade unions of their choice."

- Condemned the failure of governments of leading industrial countries to maintain full employment.

- Condemned racial segregation in United States schools.

- Denounced South Africa's racial separation policies and adopted a resolution to boycott South African goods.

- Appealed to the Government of France to set free imprisoned trade unionists.

- Deplored visits to Franco by heads of democratic governments.

- Appealed to Japan to amend its labour relations legislation in the public service field and to ratify ILO Convention No. 87.

- Made reference to a number of specific situations in African colonies and urged that they be set right.

Resolutions were also passed concerning support for the United Nations, disarmament, banning atomic weapons, increased aid to underdeveloped countries and other means by which a better world might be achieved.

Delegates agreed unanimously that the International Solidarity Fund, under which organizations that can afford to do so make voluntary contributions to the ICFTU, should be more vigorously supported. A statement presented to the Congress showed that from the inception of the fund in August 1956 up to September 1959 it amounted to \$1,403,976.

Membership of the ICFTU was reported as being approximately 57,000,000 in 132 organizations from 100 countries and territories. An analysis of membership showed that in recent years it had increased in all major regions of the world except North America, where it has declined.

Canadian locals of international unions with headquarters in the United States are exempt from the provisions of the new U.S. Labor-Management Reporting and Disclosure Act, 1959, a spokesman for the U.S. Department of Labor said last month in answer to enquiries.



## Education for the Handicapped

University professor urges more attention to special education for handicapped; Believing that rehabilitation should begin much sooner than it usually does, he suggests that special training start in childhood, and in elementary school

More attention to special education for the handicapped in elementary schools was advanced recently by Dr. W. D. McNeill, Associate Professor of Education at the University of Saskatchewan. Speaking in Saskatoon, he said he was convinced rehabilitation of the physically handicapped should begin much sooner than it usually does. He suggested that special training should start in childhood and be conducted in the elementary schools.

Experience has shown that vocational training establishments, such as the municipally operated Saskatoon Vocational Rehabilitation Centre, too often have to expend much of their efforts in elementary training. Persons who present themselves at such institutions sometimes have impracticable ambitions and emotional ailments, and often lack the elementary academic training essential for any reasonably satisfactory employment.

To meet this situation, Dr. McNeill proposed that there should be more special education in the regular elementary schools. This special education might embody teaching methods adapted to the disability dealt with, modifications in the curriculum to suit the individual, the use of therapeutic equipment, and the development of a team method of diagnosing each case.

Besides the educational value of such a plan, it might also reduce the severity of the disability in some cases, Dr. McNeill said. Reports showed that a very large proportion of crippling conditions could either be cured or greatly alleviated if treated early enough.

Other elements that should form part of a special education program include a program of guidance to help the person to realize and accept his limitations, an academic program suited to the intellectual and physical capacity of the child, and an extensive program of guidance to parents, Dr. McNeill said.

A program of this kind should not stop at the elementary level, but should continue through secondary school, the speaker said. If on completing such training a person still needs services like those provided by other agencies, at least he would come to the centre prepared to make the best use of the services offered.

The Ontario Federation of Home and School Associations has recommended pro-

vision of more facilities for the training of handicapped children at school-leaving age. At a recent meeting, it was asserted that at present there are not enough sheltered industries in the province.

Employers hesitate to hire the handicapped, or, not knowing enough about them, expect too much in their work. For the sake of the handicapped child, his parents, and the community, it is important to provide opportunities to work in controlled situations for those children who are able to work, the Federation declared.

It was suggested that Home and School study the whole problem of the handicapped child, and publicize the needs of these children and the possibilities of their working at routine tasks.

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A new placement agency, financed by the March of Dimes, to arrange employment for handicapped persons has opened in Toronto.

Ralph H. Butt, Director of the agency, said one of the agency's first jobs was "to convince potential employers that we are not a welfare body looking for help; we are running the office along business lines, with every candidate thoroughly screened as to experience, ability and other qualifications."

In Montreal, Dr. Wilder Penfield has expressed the hope that firms there will make it a rule "never to give a contract to able-bodied men when the handicapped can do it better." He was speaking at a dinner given by employees of Skills Unlimited Inc. to their Board of Management.

In the first four years of its existence, Skills Unlimited, a non-profit organization set up to help provide employment for the handicapped, has paid out about \$200,000 in wages to some 120 handicapped persons. In the same period, it has trained 32 employees for regular jobs in outside industry. In addition, its employees have paid \$10,000 in income tax and saved the Government \$10,000 in disability allowances.

In his address, Dr. Penfield said that the organization was "ready to compete for contracts in the open market, ready to carry out nuisance jobs: packaging, special sorting, mailing, cataloguing, sample preparation, anything. Here is a splendid demonstration of the way courageous men, when rehabilitated, can support themselves, not asking for charity..."

## Older Worker Panels Bring Results

Report on experience with older worker panels in Reading, Pennsylvania, shows 50-per-cent success in placing older workers. Panels consist of three or four employers, three or four older job-seekers, employment counsellor, moderator

During 1959, a series of seven older worker employment panels were held in Reading, Pennsylvania. These were arranged through the co-operation of the Berks County Council of Social Agencies, the Reading local office of the Pennsylvania Bureau of Employment Security, and the Advisory Board on Problems of Older Workers.

John H. Berkley, Regional Director for the Advisory Board, who was responsible for establishing and conducting the panels, in his report to the Advisory Board stated:

"Employment panels are simply informal meetings of three or four employers, three or four older job-seekers, an employment counsellor and a moderator. The meetings last approximately an hour and a half, during which time the applicants are interviewed. Through back-and-forth discussion the applicants receive volunteer counselling and job guidance. Each employer is given a written profile of the worker in advance, outlining his work history, skills, hobbies, etc. Each applicant is given approximately five minutes to relate to the panel members his experience and difficulties encountered when searching for a job. A discussion follows in which employers give advice and suggestions to the applicant.

"Through these meetings we receive volunteer help in counselling older workers. We bring the employer face-to-face with the older worker. One of the stereotyped misconceptions concerning older persons is that they are job-drifters. These meetings have helped to remove that impression. The applicants in most cases have long periods of work histories and varied skills. These panels help the older worker help himself. When the older worker reads that it is difficult to find a job because of age, he becomes discouraged. However, the applicants find at the panels that employers are not only understanding but are also seeking the skills they have. As a result the applicants conduct a more active search for jobs. Often the employers volunteer to help arrange for job interviews.

"The results of our panels are encouraging when you consider the fact that we interviewed some exceptionally hard-to-place older applicants.

"There were a total of 20 applicants before the panels in 1959, nine of whom had some type of physical handicap. Ten out of the 20 are now working, which means that 50 per cent of the panel participants found jobs. Five of these were handicapped, indicating a 55 per cent job-finding score for this group. Of the ten now working, two were placed in jobs through the Employment Service and one directly as a result of panels. The remaining seven, after counselling interviews and panels, obtained jobs on their own. Through the efforts of employer panel participants and the Employment Service, there were a total of 38 job referrals.

"We had a total of seven panels for this year. We have not held any since September because of the steel strike. Of the ten participants who are not yet working, six were interviewed at the panels of July and September and we still have hopes of placing them. Two are retired and have not followed up the leads they were given. Two were unusually hard to place for a panel of this type, one being a \$20,000-a-year salesman, and the other a \$7,800-a-year accountant.

"Perhaps the most interesting case history is the story of this machinist. The applicant involved appeared before the panel back in March. He was laid off because of lack of work and had been out of work for nearly six months. When he appeared before the panel he had only applied for maintenance work, but he was considered too old. Panel discussion revealed that he was very interested in the study of different religions. Some weeks later, one of the panel participants heard of a job opening in a store which sells religious books and articles. He arranged for the applicant's interview and the applicant got the job. He is now working there with an opportunity for advancement. The individual is happy as well as the employer. The employer stated that he had never thought of hiring an older worker for the position until our panel participant suggested that he might try an older worker. He had been having lack of interest and turnover problems in this position..."



## Report of ILO Panel on Women Workers

Panel of Consultants submits list of subjects needing emphasis in future ILO programs, stresses importance of an educational approach to matters affecting women, and need to integrate their special concerns with those of labour force

The Panel of Consultants on the Problems of Women Workers of the International Labour Organization, in the report of its first meeting (L.G., Dec. 1959, p. 1288), has made pertinent recommendations regarding needed emphases on women's work in future ILO programs. The group reiterated the importance of an educational approach to matters affecting women and also the need to integrate consideration of their special concerns with the problems of the total labour force.

The Consultants stressed the "crucial importance of the education and training of girls and women for work life" and suggested that the ILO "might draw the attention of governments to the importance of this question and to the possibilities of obtaining technical assistance in this field."

The complexity of problems of women working in agriculture and the great diversity of national needs and conditions were underlined by the Panel. It was proposed that the ILO Governing Body consider placing the question of the employment and conditions of work of women in agriculture on the agenda of an early session of the ILO Permanent Agriculture Committee.

"In future work," the Panel noted, "high priority will certainly need to be given to the question of equal remuneration for work of equal value with particular reference to the principle of equal pay set forth in the ILO Convention on this subject." It further suggested that the question of job classification and evaluation and other methods of objective appraisal of job content might usefully be studied by the ILO Industrial Committees.

The Consultants urged that the ILO should continue to collect and co-ordinate statistical data relating to the employment of married women. They expressed the view that it was desirable to study the extent to which there are arrangements for the part-time employment of married women who choose to work, and the character of such arrangements.

Three topics were suggested for the consideration of the next meeting of the Panel, which should be held "as soon as the Governing body deems appropriate and financially feasible." These are: the vocational

preparation of girls and women, the impact of technological change on women's employment opportunities and the needs and problems of industrial home-workers. A progress report on the problems facing older women workers was also suggested for presentation at the next meeting and a review of the conditions of work and status of domestic servants was proposed for a later date.

Special attention was drawn to the desirability of organizing under ILO auspices regional seminars to deal with problems of women's employment and conditions of work of special concern to women workers.

### Woman Geologist Honoured



The dean of Canadian women geologists, Dr. Alice Wilson, M.B.E., was recently honoured on the 50th anniversary of the day that she joined the staff of the Geological Survey of Canada.

Dr. Wilson joined the Survey in 1909, a pioneer in a field where even today few women make their careers. Since then her expeditions and research work have taken her across the length and breadth of Canada and to many areas of the Americas and overseas. The major part of her life, however, has been devoted to a study of the geology of the Ottawa Valley.

In recognition of her contribution to geology, the honour, Member of the British Empire, was conferred on Dr. Wilson in 1934. In 1938, she was made a Fellow of the Royal Society of Canada, the first woman to receive this distinction.

Now 78 and "retired" Dr. Wilson still occupies an office at the Geological Survey of Canada in Ottawa. Currently she is enlarging upon a previous volume on the distribution of various rock units, with description and illustration of the different fossil types found in the Ottawa-St. Lawrence Lowland.

## 50 Years Ago This Month

Question of the current "abnormal cost of living" discussed in three articles  
Labour Gazette begins publication of table showing prices of 34 commodities  
that enter largely into the cost of living at important centres of population

"It is safe to say that no public question at this present moment equals in general interest that of the abnormal cost of living," said the LABOUR GAZETTE in one of three articles on prices and the cost of living published in the issue of February 1910.

The first of these articles stated that "The unsatisfactoriness of general statements in such a matter, and the importance of the question to the community, has led the Department to adopt a more comprehensive and systematic method of dealing with the subject, and for several months past arrangements have been in progress looking to the inauguration of a periodical statistical review of prices in the LABOUR GAZETTE."

It went on to announce that the Department would publish each month "a table showing the prices of 34 commodities which enter largely into the cost of living at the more important centres of population throughout Canada."

It also stated that a table of wholesale prices covering "some 225 commodities which enter largely into the trade of the country and which may be considered as reflecting the more important phases of its industrial activity" would be published each month beginning in the March 1910 issue of the LABOUR GAZETTE.

The first of the monthly tables of "Retail Prices of Staple Commodities" was published in the February issue. "The list of commodities includes 28 varieties of food, with fuel and coal oil. In addition a statement is given of the rental of a representative workingman's dwelling of the better class in the quarter of each locality usually occupied by workingmen..." the LABOUR GAZETTE said.

"The list of localities includes nearly every place having a population of 10,000 people and is representative of every province in the Dominion."

The first table, for the month of January 1910, showed sirloin steak as varying in price from 10 to 12 cents a pound at St. Hyacinthe to 18 to 22 cents in Saint John, N.B., and 18 to 20 cents in Toronto, Vancouver and Victoria. Medium chuck roast of beef ranged in price from 7 to 9 cents in Kingston to 15 cents in Brandon, New

Westminster and Nanaimo, and 10 to 15 cents in Ottawa, Hull, and Nelson, B.C. In Toronto it was only 8 cents a pound.

"Bacon, best, smoked," ranged from 15 cents in Charlottetown to 25 to 35 cents in Victoria, 26 cents in Nanaimo, and 25 cents in several places in Western Canada.

The price of milk ranged from 5 cents a quart in Charlottetown to 12½ cents in Nelson, 12 cents in Victoria, and 10 cents in Quebec City, Port Arthur and several places in the West. Bread varied in price from 2½ cents a pound in St. Catharines to 6½ cents in Calgary, but since the size of the loaves varied greatly, prices may not have been comparable.

Sugar was fairly uniform, ranging from 5 cents in Vancouver and 5½ cents in Niagara Falls to 7 cents in Port Arthur, Calgary and Nelson. Potatoes ranged in price from 40 cents a bag (weight not stated) in Kingston to \$1.75 in Nelson.

Evidently as a result of a motion that had been introduced in the Commons in December 1909, the discussion on which had been adjourned on the motion of the Minister of Labour (L.G., Jan., p. 50), the Minister announced in the House at the end of January that the Government was of the opinion that it was very much in the national interest that a commission on technical education should be appointed. The proposed commission was to visit the United States and some of the countries of Europe to study the systems and methods of technical education in operation there.

This announcement was made after the Government had asked the governments of each of the provinces for their views regarding the appointment of such a commission, especially with regard to the jurisdiction of the Dominion and the provincial governments in the matter of technical training. The replies from the provinces, which were published verbatim in the February LABOUR GAZETTE, were generally favourable. Some of them were, however, somewhat cautious in tone; the premiers of Quebec and Manitoba were careful to point out that education was entirely within the jurisdiction of the provinces.



# TEAMWORK in INDUSTRY

Smoother plant operations and better labour-management relations have resulted since the adoption of joint consultation at the plant of Weston Bakeries Limited in Kitchener, Ont., according to both company and union spokesmen.

Plant Manager V. G. Ursaki explained that their whole manufacturing process has to be geared to the concept of "freshness guaranteed," which is Weston's motto. Consequently every phase of the business—and production schedules in particular—must be set up to produce "a fresh product today for sale tomorrow." Because the public's food requirements vary from day to day, extreme flexibility is necessary. Demands on one day may be met by a production time of 14 hours, whereas another day may call for a run lasting 24 hours.

"A high degree of collaboration is a must," said Mr. Ursaki. "Labour-management co-operation has become a daily way of life with us. From the company standpoint, joint consultation at Weston's means *selling* employees on a proposal—not *telling* them. Through the techniques of co-operation we have discovered that our people have plenty of ideas we never thought of before."

The plant's Labour-Management Committee concerns itself chiefly with product quality, plant cleanliness, job safety, fire prevention, good relations and customer satisfaction. All departments—bread, sweet goods, cakes, maintenance, sales and office—play a part in its deliberations. The committee also arranges plant dances, parties and other forms of employee recreation that the company sponsors.

Minutes of meetings are posted promptly on plant bulletin boards and circulated to union stewards, and plans are currently afoot to form three sub-committees within the main body, one each for safety, house-keeping and fire prevention.

Harold Schieckoff, a driver-salesman with Weston's and President of Local 461 of the Retail, Wholesale and Department Store Union (CLC), is impressed with labour-management co-operation at the Kitchener plant and feels that both company and union are benefitting from joint consultation.

"I would even say that it is a good thing for our customers," he adds. "Through the LMC the requirements of the general public can be passed on to the employees for their reaction and assistance."

The city works department's labour-management committee, one of four functioning at the municipal level in London, Ont., recently celebrated seven years of co-operation by holding its first social night.

Special guest for the evening's dinner and entertainment was the group's founder, Albert Elson of Windsor, who is an industrial relations officer and field representative with the Labour-Management Co-operation Service of the Department of Labour.

Mr. Elson was instrumental in establishing the works and engineering labour-management committee seven years ago. He also assisted in organizing the city's most recent committee at the Dearthness Home for London's elder citizens. Similar committees are functioning in the fire department and at city hall, whose personnel belong to Local 10, National Union of Public Employees. Local 107 of the same union represents the outside city workers.

Some 45 persons attended the event. Among the guests was Alderman W. C. B. Howard, city council's representative on the labour-management body.

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"In the best interests of service in the municipal field, this 10th Annual Convention of the Saskatchewan Federation of Public Employees recommends to all its affiliated locals that they use their utmost endeavours to foster Labour-Management Committees in their areas."

This sweeping endorsement of the use of labour-management co-operation as a positive aid in municipal problem-solving came in a motion at the end of a panel discussion during the Federation's 1959 convention. The subject proposed by the panel was titled: "Labour-Management Committees in the Public Service. Are they necessary? Do they provide anything?" The resounding affirmative conveyed in the Federation's motion was backed unanimously by the delegates.

During the panel discussion, management's reasons for supporting the committees were presented by Carl McLeod, Assistant City Commissioner of Saskatoon. Union support was voiced by Norman Krasko, Secretary of Regina Local 21, Saskatchewan Federation of Public Employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued five certificates designating bargaining agents, ordered one representation vote, rejected seven applications for certification and granted six applications for revocation of certification. During the month the Board received 12 applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by Pacific Western Airlines, Ltd., at the Vancouver and Edmonton airports (L.G., Dec. 1959, p. 1294).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bus drivers and maintenance mechanics employed by Pontiac Bus Lines Limited, Campbell's Bay, Que. (L.G., Dec. 1959, p. 1294).

3. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Wheeler Airlines Limited, Montreal Airport, port, Que. (L.G., Jan., p. 54).

4. International Association of Machinists, on behalf of a unit of traffic, maintenance and operations employees of Quebecair Inc., Rimouski, Que. L'Association des Employés de l'Air intervened (L.G., Jan., p. 54) (see also applications withdrawn, below).

5. The Commercial Telegrapher's Union, Canadian National System Division No. 43, on behalf of a unit of radio maintenance employees of the Canadian National Telegraph Company. The Order of Railroad Telegraphers and the International Brotherhood of Electrical Workers, Canadian Railways Regional Council No. 2, intervened (L.G., Jan., p. 54).

### Representation Vote Ordered

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Westward Shipping Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Jan., p. 54). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

### Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, The Algoma Central and Hudson Bay Railway Company, respondent, and the Canadian Merchant Service Guild, Inc., intervener (deck officers) (L.G., Dec. 1959, p. 1293). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of North America, Canadian District, applicant, Quebec North Shore and Labrador Railway Company (deck officers) (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Seafarers' International Union of North America, Canadian District, applicant, Transit Tankers & Terminals Limited, respondent, and the Canadian Merchant Service Guild, Inc., intervener (deck officers) (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

4. International Longshoremen's Association, applicant, and Caledon Terminals Limited, Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

5. International Longshoremen's Association, applicant, and Cullen Stevedoring Company Limited, Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

6. International Longshoremen's Association, applicant, and Eastern Canada Stevedoring Co. Ltd., Toronto, respondent (L.G., Dec. 1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

7. International Longshoremen's Association, applicant, and Terminal Warehouses Limited, Toronto, respondent (L.G., Dec.

1959, p. 1294). The application was rejected for the reason that a separate unit, as applied for, was not considered by the Board to be appropriate at this time and that manifest clerks, weighers and samplers were not employed by the company.

### Applications for Revocation Granted

1. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting Victor Gould, *et al*, applicants, and the National Association of Marine Engineers of Canada, Inc., respondent, and the Gulf and Lake Navigation Company, Limited, respondent (L.G., Dec. 1959, p. 1291 and 1298).

2. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Rodrigue Castonguay, *et al*, applicant, National Association of Marine Engineers of Canada, Inc., respondent, and Transit Tankers & Terminals Limited, respondent (L.G., Dec. 1959, p. 1291 and 1300).

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories, two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Alcide Landry, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Branch Lines Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

4. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of John A. Dodd, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Mohawk Navigation Company Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

5. The Board, following the taking of a representation vote, granted an application for revocation of certification, affecting John Wood, on behalf of Ross Robertson, *et al*, applicant, the National Association of Marine Engineers of Canada, Inc., respondent, and Beaconsfield Steamships Limited, respondent (L.G., Dec. 1959, p. 1292 and 1300).

6. The Board granted an application for revocation of certification affecting W. Rodgers, *et al*, applicants, the Brotherhood of Locomotive Firemen and Enginemen, respondent, and Canadian National Railways (Western Region), respondent (bus drivers) (L.G., Jan., p. 55).

### Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel in the deck and engineroom departments of the S.S. *Prince George*, operated by the Canadian National Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by the Kingcome Navigation Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugs operated by McKenzie Barge & Marine Ways Ltd., Vancouver (Investigating Officer: G. H. Purvis).

4. L'Association des Employés de l'Air, on behalf of a unit of office, service and maintenance employees of Quebecair Inc., Rimouski, Que. (Investigating Officer: C. E. Poirier) (later withdrawn, see below).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of The St. Lawrence

Seaway Authority at its Headquarters Building in Cornwall, Ont. (Investigating Officer: B. H. Hardie).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard vessels operated by The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed on tugs operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cook-deckhands employed aboard tugs operated by Stone Brothers Limited, Port Alberni and Vancouver (Investigating Officer: G. R. Currie).

9. Canadian Transport Workers Association, on behalf of a unit of truck drivers employed by Dominion Auto Carriers Limited and operating in and out of Windsor, Ont. (Investigating Officer: T. B. McRae).

10. International Association of Machinists, on behalf of a unit of garage mechanics employed by Canadian Pacific Merchandise Services at its shops in Vancouver and its garage in Penticton, B.C. (Investigating Officer: D. S. Tysoe).

11. United Steelworkers of America, on behalf of a unit of office and technical employees of Algom Uranium Mines Limited at its Quirke and Nordic mining sites in the Improvement District of Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

12. General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by the Canadian Pacific Railway Company in its Merchandise Services Department at Vancouver (Investigating Officer: D. S. Tysoe).

### Applications for Certification Withdrawn

1. Brotherhood of Locomotive Firemen and Enginemen, applicant, Canadian Pacific Railway Company (including Quebec Central Railway Company), respondent, and Brotherhood of Locomotive Engineers, intervener (locomotive engineers on Eastern, Prairie and Pacific Regions) (L.G., Aug. 1959, p. 831).

2. L'Association des Employés de l'Air, applicant, and Quebecair Inc., Rimouski, Que., respondent (received during month, see above) (see also applications granted above).



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Bicroft Uranium Mines Limited, Bancroft, Ont., and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

2. The Yukon Consolidated Gold Corporation Limited, Vancouver, and Dawson Miners Union, Local 564 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

3. Hill The Mover (Canada) Limited, Chilliwack, B.C., and General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

4. Northspan Uranium Mines Limited, Algom Uranium Mines Limited, Milliken Lake Uranium Mines Limited, Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

## Settlements Reported by Conciliation Officers

1. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 55).

2. British Yukon Navigation Company, Limited, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 55).

3. British Yukon Railway Company, Whitehorse, Y.T., and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 55).

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Severance pay, ranging from \$200 to \$700, was received last month by five members of the International Ladies' Garment Workers' Union (CLC) from assets of Helen Dale Limited, Montreal, which went into liquidation some months ago. The company had been in business for eight years.

The Montreal local of the ILGWU was reported to be the second within the organization in North America, and the first in Canada, to negotiate such benefits for its employees.

4. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: R. Duquette) (L.G., Jan., p. 55).

5. Sea-Van Express Limited, North Burnaby, B.C., and Office Employees' International Union, Local 15 (Conciliation Officer: G. R. Currie) (L.G., Dec. 1959, p. 1301).

6. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1959, p. 1178).

## Conciliation Board Appointed

The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (L.G., Dec. 1959, p. 1301).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in December to deal with a dispute between The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (see above) was fully constituted in December with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, Q.C., Montreal, and the Honourable A. W. Roebuck, Q.C., Toronto, who were previously appointed on the nomination of the companies and union respectively.

## Settlement Reached After Board Procedure

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Jan., p. 58).

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released decision in four cases: one heard February 10, 1959; one heard September 1 and November 10, 1959; and the remaining two heard November 10, 1959.

The first concerned the claim of passenger trainmen for through freight rates when a snow flanger is handled on their trains; the second, the operation of a trackmobile by shop employees; the third, the abolition of a terminal; and the fourth, claims of firemen for payment of additional compensation when used in combined snowplow and freight service.

In no case was the contention of the employees sustained outright. In the first the Board ruled that the company could continue to operate snow flangers on passenger trains but when flangers were used to clear other than the main line tracks, through freight rates must be paid.

In the second the Board sustained the employees' contention that yardmen be assigned to operate the trackmobile but ruled that the number of yardmen per shift was a matter of negotiation.

In the third case, the Board upheld the railway's right to run crews beyond the former terminal but ruled that changes in the method of payment in effect before the abolition should be made only by negotiation.

In the final case, the Board ruled that the firemen's claims be settled on the basis of the difference between two separate straight time days and the payment already made.

**Case No. 717—***Dispute between The Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning the claim of passenger trainmen for through freight rates when snow flanger is handled on passenger trains.*

The Algoma Central and Hudson Bay Railway Company operates a snow flanger on passenger trains when necessary. Since 1950 it has paid passenger rates in connection with this service but since January 1, 1958, effective date of the current agreement, the Trainmen have claimed through freight rates.

In their statement to the Board, the Trainmen contended that a snow flanger is a piece of freight equipment, similar to a snow spreader or other work service equipment, and not in any way to be considered passenger service or passenger work; that

the usual handling of flanger service is freight service; that passenger service crews are never called for flanger service as it is considered freight work; and that putting a flanger on the rear of passenger trains eliminates the need to call a freight service crew.

The Brotherhood cited two articles in the agreement to support its contention. One reads: "Passenger train crews, when handling a freight car or cars not express enroute, will be paid through freight rates for actual mileage with such car or cars." The other: "Rates of pay for Trainmen... in through and irregular freight, mixed, work, wreck, construction, circus, wedge snowplow and flanger specials, ... and all other unclassified service, shall be through freight rates."

The Company contended that the flanger involved in the dispute is completely and fully equipped for handling on passenger trains to meet the standards of the Board of Transport Commissioners, and that from 1950 to January 1, 1958 the flanger had been handled on passenger trains and passenger rates paid under an article that was exactly the same as the first one cited by the Brotherhood. This article, together with several other articles from the old agreement, was incorporated in the new schedule effective January 1, 1958 and their generally accepted interpretation was protected under a separate article. Based on these points, the Company contended that the Brotherhood's claim was in error and should be denied.

The Board ruled that the practice of operating flangers on first class passenger trains for the specific purpose of flanging main line tracks may be continued as heretofore. The Board further ruled that if such flangers are ordered during the trip to flange side, passing or spur tracks they will be regarded as being used in work service and paid through freight rates for the entire road trip. It ordered that claims of record be adjusted accordingly.

**Case No. 718—***Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Railway Trainmen concerning the operation of a trackmobile manned by shop crafts employees for the movement of cars in a defined shop track area.*

When the Canadian National Railways converted to a production line for car painting in the Point St. Charles shops, it purchased a trackmobile to move cars within



the shop premises or between the car repair and painting premises. Later, when necessary trackage and facility changes to convert entirely to an assembly line type of production were completed, the trackmobile was used to move cars as required anywhere within the shop area, which was isolated from the yard area.

The trackmobile was operated by a shop employee, such work being incidental to his other assigned duties. The Brotherhood contended that this was a violation of an article in the agreement that provided that "switching, transfer and industrial work wholly within the recognized switching limits... will be considered as service to which yardmen are entitled..."

In its contention the Company asserted that the word "wholly within the recognized switching limits" can only be interpreted as referring to trackage used for general switching purposes and under the jurisdiction of a Yardmaster. In isolating and designating the trackage in question as shop trackage it merely exercised the prerogative implicit in the article cited to designate recognized switching limits.

The Company pointed out that use of the trackmobile had not decreased yard engine assignments.

The Board sustained the Brotherhood's contention that yardmen should be assigned to the work in dispute but ruled that the number of yardmen to be assigned per shift was a matter of negotiation between the parties.

**Case No. 719—***Dispute between the Northern Alberta Railways Company and Brotherhood of Railroad Trainmen; Order of Railway Conductors and Brakemen, ex parte, concerning the abolishing of a terminal and the compensation paid to train crews as a result.*

At the general change of timetable in April 1959, the Northern Alberta Railways Company ceased to maintain Rycroft, Alta., as home terminal for an assigned freight pool crew.

Conductors and trainmen, charging that compensation was reduced and working conditions changed without negotiation, submitted claims for separate trips, McLennan to Rycroft and Rycroft to Grande Prairie, plus time at Rycroft. The Company declined the claims and made payment on the basis of a single trip, McLennan to Grande Prairie.

The conductors and trainmen's organizations contended that the Company, in cancelling the assignment out of Rycroft, had violated a clause in the agreement that provided: "Chain Gang Crews are to be

set up at Dunvegan Yards, protecting such work on the Edmonton, Barrhead, Lac La Biche and Waterways Subdivisions, at McLennan, protecting such work on the Slave Lake, Smoky and Peace River Subdivisions and at Rycroft, protecting such work on the Grande Prairie Subdivision and work necessary at Spirit River if required."

The following paragraph of the clause stated: "When circumstances necessitate the use of Chain Gang Crews off their recognized territory and run into another Terminal, they will be returned to their own territory either deadhead or caboose hop."

The two organizations also charged violation of the clause that provided for payment of 100 miles and switching time, including switching at turn-around point, on runs of 100 miles or less. The crews affected by the change should be paid in accordance with this rule, they maintained.

The Company asserted that the words "if required" in the first clause cited by the employees' organizations indicate that the decision to establish or abolish the assigned freight crew at Rycroft is contingent on the requirements of the service. The setting up of a freight crew with home terminal at Rycroft does not establish a permanent terminal at that point, it contended.

The necessity for maintaining an assigned freight crew at Rycroft had been under examination for some time, the Company said. As a result of the advent of dieselization and an adverse traffic situation the Company decided to close Rycroft as a terminal and run pool crews from McLennan to Grande Prairie and return.

The Company further contended that there was no onus on it to obtain the consent of the employees involved to the change that was made, and pointed out that the engineers or firemen affected had not taken exception to the Company's action.

The Board in its decision declared that the right to run crews between McLennan and points west of Rycroft had been established in practice and in interpretation of the second of the paragraphs cited above but that changes in the method of payment that was in effect prior to April 1959 should be made only by negotiation.

**Case No. 720—***Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen (ex parte) concerning claims by three firemen for payment of an additional 100 miles when used in combination snowplow and freight service.*

On three occasions spare engine crews were called to handle snowplows Allandale,

(Continued on page 197)

## LABOUR LAW

### Legal Decisions Affecting Labour

Alberta court dismisses municipal constable's claim for overtime. British Columbia court enjoins picketing that interfered with activities of neutral employer; Quebec court, picketing that interfered with maintenance of plant

In Alberta, the Supreme Court, in a case involving a former municipal constable, dismissed his claim for overtime pay because the claim was not presented within the statutory time limits and the amount claimed was not definitely stated but only guessed at.

In British Columbia, the Supreme Court, by applying Section 3 (2) of the 1959 Trade-unions Act, enjoined picketing that interfered with business activities of a neutral employer.

In Ontario, the High Court found that the Canada Labour Relations Board in certifying the CBRT as bargaining agent for all the employees of the St. Lawrence Seaway Authority acted in good faith and did not exceed its jurisdiction.

The Superior Court in Quebec confirmed an injunction against pickets on the grounds that they were intimidating non-striking workers and were interfering with the supply of oil needed for the maintenance of the plant.

#### Alberta Supreme Court...

...dismisses constable's claim for overtime pay because claim not presented within time limits

On October 16, 1959, Mr. Justice Riley of the Alberta Supreme Court dismissed a claim of a former municipal constable for overtime pay because the claimant only guessed at the exact amount owed to him and the claim was not presented within the statutory time limits as provided by the Alberta Labour Act.

John Stark was a town constable employed by the town council of Leduc from November 19, 1951 to May 15, 1954, the time of his resignation. His employment contract, besides his salary, included various fringe benefits such as rent, light, fuel, telephone, uniforms and an allowance for an automobile while engaged on police duties.

On June 14, 1954, Stark brought an action to recover the fringe benefits that he allegedly did not receive during his employment. His claim was considered and a default judgment was issued against the town council on July 18; an order by Mr. Justice Egbert issued on August 17, 1954 settled the monetary compensation to which Stark was found to be entitled.

The order of Mr. Justice Egbert was not appealed or challenged in any other way and the action seemed to be closed.

Later, however, the town council obtained an order from Mr. Justice Wilson setting aside the default judgment and permitting a defence and counterclaim to be filed.

Then Stark moved for leave to amend his original statement of claim by claiming overtime pursuant to the Alberta Labour Act, and, on January 15, 1957, he presented a claim for overtime pay of \$8,418.42.

Dealing with the case before him, Mr. Justice Riley was of the opinion that there was no justification for the order made by Mr. Justice Wilson setting aside the default judgment, and declared the order to be ineffective and null. As the order of Mr. Justice Egbert which settled the claim regarding the payment of fringe benefits was still valid, Mr. Justice Riley thought that the additional claim for overtime pay presented by Stark on January 15, 1957, was the only matter he had to decide.

It was admitted that Stark, working as a constable, was on call 24 hours a day and that he was called frequently at night, but there was no record of the hours worked by him; he could not prove the overtime hours he worked and the alleged 12 hours a day was merely a guess.

The municipal constables in Alberta come under the Alberta Labour Act, except Part 5 of the Act, dealing with conciliation and arbitration, which does not apply to

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



municipal constables because they are excluded from it by Section 30 of the Alberta Police Act. In Mr. Justice Riley's opinion, the other parts of the Labour Act, such as those dealing with hours of work and overtime, apply to municipal constables.

Order in Council No. 405/47 issued under the Alberta Labour Act deals with the male minimum wage. Section 1 provides that the Order applies to "all male employees in any industry, trade or occupation" who come under the Act with the exception of some classes of employees. Subsection (e) exempts from the operation of the Order "any male employee who is engaged by contract and paid on a commission basis or paid a stated salary payable by the week, month or year, and whose said contract has been duly approved by the Board of Industrial Relations."

The contract of John Stark was neither presented to nor approved by the Board; consequently, in the opinion of the Court, Stark was covered by the provisions of the minimum wage order.

Section 5 of the Order deals with overtime and provides that "the minimum wage is to be paid an employee for overtime and shall be at the rate of one and one-half times the ordinary wages paid to such employee."

The procedure regarding the recovery of the minimum wage is regulated by Section 26 of the Alberta Labour Act. This section provides that if an employee is paid less than the minimum wage due to him he may recover in civil action the difference between the amount paid to him and the amount he would have received if paid the minimum wage. The action, however, must start within 12 months following the date upon which the cause of action first accrued. Further, the section provides that an employee may receive only the wages due to him for the period of six months preceding the termination of his services or the launching of a civil action, whichever first occurs.

In Mr. Justice Riley's opinion, Stark was not entitled to recover the overtime under Section 26 for the following reasons. He did not prove his claim for overtime; he merely guessed at the amount and this procedure was not sufficient. The action for overtime was not commenced within 12 months from the date upon which the cause of action first accrued, which would be at the end of the first month of his employment. In any event, Stark could recover overtime pay only for the period of six months last preceding the termination of his employment or of his taking action under Section 26, whichever first occurred. His original statement of claim of June 14,

1954, did not contain the overtime claim. The claim for overtime was presented on January 15, 1957, and could not be related back to June 14, 1954, when the original statement of claim was presented.

The ruling of the Court was that the former constable's claim for overtime pay should be dismissed. *Stark v. Town of Leduc*, (1959) 29 W.W.R., Part 11, p. 449.

### British Columbia Supreme Court...

...enjoins picketing interfering with activities of employer who was neutral to a labour dispute

On July 30, 1959, the British Columbia Supreme Court held that the kind of picketing legal under Section 3 (1) of the Trade-unions Act constituted an infraction of Section 3 (2) of the Act insofar as it interfered with the free access to the premises of a secondary employer. The Court ruled that the pickets had to be placed immediately adjacent to the premises of the employer involved in a labour dispute in order not to interfere with a neutral employer.

During a labour dispute between a lumber mill (Eureka Mill) and District No. 1 of the International Woodworkers of America, the union placed a picket line on the road giving access not only to the premises involved in the strike but to the dock where other businesses were operating.

On the application of the Blue Star Line Limited, an *ex parte* injunction was granted because the members of the longshoremen's union employed by the company refused to cross the picket line. Thus, picketing interfered with business activities of a company not involved in the dispute.

When the dispute came before the trial judge, Mr. Justice Ruttan agreed that the longshoremen who refused to cross the picket line were not breaking their collective agreement with the Blue Star Line company because their contract made provision for respecting a picket line. The issue before him was that the pickets prevented the longshoremen from going to the dock to carry on work with an employer with whom they had no labour dispute and who was neutral to the dispute between the lumber mill company and the Woodworkers.

In these circumstances the actual placing of the picket line seemed to Mr. Justice Ruttan of importance. The Woodworkers placed the pickets in the area they thought to be most convenient to publicize their dispute. In being placed there, the pickets not only stopped people going on their own employer's property, but they prevented other workers from performing their duties with the employer not involved in the dispute.

Counsel for the Blue Star Line company submitted that the Woodworkers in their picketing activities were doing more than the Trade-unions Act allows; therefore, they should be restrained from doing those things which prevented the longshoremen from going to work. In this respect the Court noted that if there are two ways of doing a thing, a man may protect himself by placing the picket in one way or in a way that may, besides protecting him, cause a loss to a third person. If the purpose of the picket line under review was to persuade the people not to deal with the lumber mill, why not establish the picket line in a way that only the mill would be affected?

Mr. Justice Ruttan thought that in the situation under consideration the Woodworkers could place their pickets in such a place that they could accomplish what they were entitled to accomplish under the Act, and still not interfere with the main road leading to the dock. The Act clearly distinguishes between picketing an employer with whom there is a labour dispute, and an employer who is not involved in the dispute. The Act says (section 3 (1)) the trade union may at the employer's place of business persuade anyone not to (a) enter the employer's place of business, operations, or employment; or (b) deal in or handle the products of the employer; or (c) do business with the employer. But the second part of that section (section 3 (2)) says that "except as provided in subsection (1), no trade union or other person shall persuade or endeavour to persuade anyone not to (a) enter an employer's place of business . . ."

In the situation under review, the Woodworkers, being involved in a legal strike, could picket under section 3 (1) but in such a way as not to interfere with another employer's place of business (section 3 (2)). The actual placement of the picket line resulted in a persuasion to longshoremen not to do business with their employer in the dockyard and created a situation that was prohibited under section 3 (2) of the Act.

The Court was of the opinion that the injunction should be allowed to continue because picketing resulted in a breach of section 3 (2) of the Act.

However, Mr. Justice Ruttan stressed that under the Act the Woodworkers, being involved in a legal strike, had the right to picket but the pickets must be directed to the premises of the employer with whom they were on strike and placed in a way not affecting another employer. If the Woodworkers placed the picket line in a different manner they would still be exer-

cising the right given to them under section 3 (1) of the Act without contravening section 3 (2).

The ruling of the Court was that the pickets should be placed immediately adjacent to the premises of the lumber mill company with which the woodworkers' union was in legal strike, and removed from the main road giving access not only to the lumber mill but to other businesses as well. *Blue Star Line Limited et al v. District No. 1, International Woodworkers of America et al*, 29 W.W.R., Part 8, p. 337.

### Ontario High Court...

...upholds certification order of Canada Labour Relations Board; rules no excess of jurisdiction

On July 8, 1959, Mr. Justice Hughes of the Ontario High Court, in *certiorari* proceedings, dismissed an application of the Seafarers International Union to quash an order of the Canada Labour Relations Board certifying the Canadian Brotherhood of Railway, Transport and General Workers as bargaining agent for all the employees of the St. Lawrence Seaway Authority.

The Court held that the Board acted in good faith and did not exceed its jurisdiction. It was for the Board alone to determine the size of the appropriate unit and the question of membership of a union.

On May 14 and 15, 1959, the Board heard the application for certification as bargaining agents of the employees of the St. Lawrence Seaway Authority presented by the Canadian Brotherhood of Railway, Transport and General Workers, the Canadian District of the Seafarers' International Union of North America, and the Dominion Canals Employees Association. The Brotherhood was applying to represent the Seaway Authority's employees over its whole system; the two other unions were applying to be certified only for a portion of the employees or those confined to certain areas of the Seaway.

As a preliminary issue the Board decided, after having heard the representations made by all the parties concerned, that the appropriate unit for the purposes of collective bargaining under the Seaway Authority was a system-wide unit. Next, the proceedings before the Board were concerned with the types of personnel to be included in the bargaining unit and whether or not the Brotherhood, being the only system-wide applicant, contained a sufficient number of members in good standing employed by the Seaway Authority to justify certification.

On June 11, the Board made its order in which the application made jointly by the Dominion Canals Employees Association



and the Canadian District of the Seafarers' International Union was rejected for the reason that the applicants did not have a majority of members in good standing in the unit determined by the Board as appropriate for collective bargaining. Further, the Board ordered a representation vote to be taken with the name of the Canadian Brotherhood of Railway, Transport and General Workers only on the ballot.

The Seafarers challenged the Board's decision by way of *certiorari* proceedings, submitting that they were denied natural justice; that the Board erred in law when it found employees affected to be members of the Brotherhood without any evidence; and that the proceedings, hearings and the order were made in excess of any jurisdiction conferred upon the Board by the Industrial Relations and Disputes Investigation Act and the regulations made under the Act.

In the opinion of Mr. Justice Hughes, the question of the Board's jurisdiction was the basic issue before him.

Section 9 (4) of the Act provides that "The Board may, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board."

From the transcripts of the proceedings before the Board it appeared that in addition to hearing the representations made by all the parties concerned, the Board made what Mr. Justice Hughes called extrajudicial inquiries. He did not think that he could consider whether the findings of the Board were justified by the evidence given at the hearing or by other inquiries made by the Board. In this respect, he referred to Mr. Justice Wells, who in *Thibault et al. v. Canada Labour Relations Board* (L.G. 1958, p. 643) said:

I am not concerned whether the Board's decision was correct or incorrect, on the evidence it had before it. Its powers and methods of investigation in coming to its conclusions which I have already quoted in subsection (4) of section 9 of the statute, are of the widest and most general nature. It is not necessary for the Board to hold a hearing and it may reach conclusions from its examination of records or other inquiries as it deems necessary.

Mr. Justice Hughes found no manifest defect of jurisdiction on the part of the

Board or any evidence of manifest fraud on the part of the Brotherhood.

Further, Mr. Justice Hughes considered the submission that the Board erred in law in determining the validity of membership in the Brotherhood by transfer from the union known as the United Steelworkers of America. The objection was that membership cards were not signed although dues were paid and that the Board should have ascertained whether the steel workers were *bona fide* members of the Brotherhood. Rule 15 of the Board's *Rules of Procedure*, referred to in the evidence, provides that a member of a trade union in good standing shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of application for certification, a member of the union and has, on his own behalf, paid at least one month's union dues subject to certain limitations as to time set forth in the Rule. In Mr. Justice Hughes' opinion, such questions as whether or not a member of a trade union was in good standing, or the size and membership of the proposed unit, were matters to be determined by the Board alone.

In conclusion, the Court ruled that the Board had acted in good faith and had fairly considered the position of all the parties to the application before it, and the order should not be quashed. *Banks et al. v. Canada Labour Relations Board et al.* (1959), 19 D.L.R. (2d), Part 10, p. 764.

#### Quebec Superior Court...

...enjoins picketing that might cause irreparable damage to plant and endanger life of non-strikers

On March 9, 1959, Mr. Justice Côté of the Quebec Superior Court granted a permanent injunction against picketing on the ground that the pickets were endangering the life and causing damages to the property of some non-striking workers; and by interfering with the necessary supply of oil they were exposing the plant's machinery and equipment to great and irreparable damage.

The facts of the dispute were as follows.

On November 6, 1958, the workers of the Griffin Steel Foundries Ltd. went on strike. The plant was picketed by one or two cars, each containing one or two strikers, placed on a public highway close to a private road leading to the plant on strike. At first, picketing was peaceful; but about January 20, 1959 a shack was put in the area where the picketing cars used to be placed, the number of picketing strikers increased and some incidents occurred which led to the company's request for an *interim* injunction.

The incidents consisted of interfering with the supply of oil necessary to the maintenance of the plant, and intimidating the non-striking workers.

It would appear from the evidence that on January 26 a group of about twenty-five strikers prevented the delivery of 6,500 gallons of oil necessary for the maintenance of the plant.

Following an appeal made by the management, some strikers were willing to return to work. On January 26, those union members who decided to go back to work and those who were not members of the union involved in the dispute were approached at the entrance to the plant by a union man in charge of the strike and, in the presence of a group of about forty strikers, were told not to report to work and not to cross the picket line without a pass from the union. The following night, the cars and homes of some of those who were willing to go back to work were damaged.

On January 29, an *interim* injunction against picketing was granted. When the dispute came before the trial judge the company moved for a permanent injunction.

In support of its motion, the company submitted, *inter alia*, that the supply of oil had to be replenished without further delay, otherwise the company would suffer great and irreparable damage to its machinery, equipment and materials; that the homes

and/or automobiles of five of the company's employees who decided to return to work were damaged in order to threaten, intimidate and prevent the company's employees from returning to work notwithstanding their wish and right to do so; that the union was engaged in illegal picketing and without right was obstructing and interfering with the entry of the company's suppliers, carriers and employees.

The Court found that the company needed an adequate supply of oil to secure minimum heating for the plant and to preserve the equipment in good condition until the resumption of production; that the members of the union were conspiring to prevent any supply of oil reaching the plant; that the concerted and deliberate action on the part of the union could cause serious damage to the factory; that the damage suffered by some employees showed clearly the union's intention to prevent free access to the plant; that the company had the right to protect the freedom of its employees and to put an end to intimidation; and that the company had proved its case for granting a permanent injunction.

The Court granted a permanent injunction against picketing and against intimidating the company's employees and damaging their property. *Griffin Steel Foundries Ltd. v. Syndicat des Metallurgistes Inc. et autres.* (1959) R.J. Cour Supérieure, Sept.-Oct., 1959, Nos. 7 et 8, p. 566.

## Recent Regulations under Provincial Legislation

Minimum wage rates raised in Quebec. New safety provisions issued in Alberta

In Quebec, amendments to the general minimum wage order and the order for employees in municipal and school corporations increased minimum wages to 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III. The new minimum hourly rates for employees in hotels, restaurants, hospitals and real estate offices are 64 cents in Zone I, 60 cents in Zone II and 56 cents in Zone III. Minimum wages of forestry workers were increased by an average of about 15 per cent.

In Alberta, ski tows were brought under the Factories Act and new safety requirements were issued for liquefied petroleum gas pressure vessels and for mobile equipment used in and around quarries.

Other regulations deal with certification votes under the New Brunswick Labour Relations Act and the coverage of Workmen's Compensation Acts in Nova Scotia, Saskatchewan and Ontario.

### Alberta Factories Act

Aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts were brought within the scope of the Alberta Factories Act by a regulation gazetted on November 30 as Alta. Reg. 383/59.

### Alberta Quarries Regulation Act

The regulations under the Alberta Quarries Regulation Act (L.G. 1957, p. 1359) have been amended by Alta. Reg. 399/59, gazetted December 15.

Mobile equipment, between one-half hour after sunset and one-half hour before sunrise, must now have front and rear lights which can be seen at a distance of 100 feet.

A new provision specifies that mobile equipment must not be operated unless the operator has an unrestricted view of the area where he intends to move the equipment or receives directions from another person who has an unrestricted view.



## British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations granted its usual Christmas exemption to the mercantile trade, an order gazetted on December 10 (B.C. Reg. 373/59) permitting employees in retail stores to work two hours in excess of the daily limits on any two days during the two weeks ending December 26, 1959.

## New Brunswick Labour Relations Act

The rules of procedure of the New Brunswick Labour Relations Board were amended by new provisions with respect to certification votes approved by O.C. 50-929 gazetted on December 2. The new provisions are more detailed than formerly and, among other changes, provide for a vote by mail.

Whenever a certification vote is deemed necessary to determine the wishes of the employees in a bargaining unit, the Board must now issue a written order directing a vote by secret ballot and fixing the date of employment to be used in compiling the list of voters, determining the bargaining unit as well as the form and content of the ballot and appointing a returning officer.

Instead of the Secretary of the Board, the returning officer is now in charge of the arrangements and proceedings for the vote. He must appoint scrutineers, after giving the parties an opportunity to make nominations, and arrange a place for the taking of the vote, on the employer's premises if the employer is willing. He must prepare a list of eligible voters, submit it to the parties, attempt to get agreement on the list, and finally decide upon it, and settle the time and place of voting after consultation with the parties. A notice of election, the form of ballot and the voters' list must be posted on the employer's premises at least 48 hours before the time of voting.

The taking of a mail vote is a matter for the Board to decide. The preliminary procedures, however, are the same as when a ballot box vote is taken and the returning officer is responsible for sending out the instructions, checking off the return envelopes and depositing the ballots in the ballot box as well as counting the ballots and announcing the results of the vote.

The regulations state that the Board may not issue a certification or order based on the results of a vote except at a duly called meeting. They further provide that the parties to the application, their agents or the scrutineers may object in writing to a decision of the returning officer and such objection must be considered by the Board at the same time as the results of the vote.

## Nova Scotia Workmen's Compensation Act

Amendments to the regulations of the Nova Scotia Workmen's Compensation Board were gazetted December 2, one new provision raising the minimum annual assessment from \$5 to \$10.

Another amendment to the assessment provision provides that the portion of salaries or wages of presidents, vice-presidents, secretaries, treasurers, managers, superintendents, controllers and auditors in excess of \$3,600 in a calendar year may now be excluded when computing the amount of payroll in any industry. Previously, salaries in excess of \$3,000 could be excluded from such calculations.

The section listing exclusions from the collective liability section of the Act unless at least five workmen are employed was reworded to read dental surgery rather than dental work.

## Ontario Workmen's Compensation Act

Amendments to the regulations under the Ontario Workmen's Compensation Act approved by O. Reg. 276/59 were gazetted on December 12 to go into force on January 1. Among other changes, salvaging automobile parts and the operation of new and used trailer sales or rental business, auto rental agencies and auto laundries are now included among the list of industries in which employers are required to contribute to the accident fund. Some of the industries previously listed were redefined.

## Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently amended its four minimum wage orders, increasing rates by an average of about 15 per cent, effective January 1.

As a result of these changes, persons subject to Order 4, the general order covering the majority of unorganized workers in the province, or to Order No. 41, the order for municipal and school corporations, are now entitled to a minimum wage of 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III.

Increases of 9, 10 and 11 cents an hour in the minimum rate were authorized for hotel, restaurant, hospital and real estate employees, bringing the rates up to 64 cents an hour in Zone I, 60 cents in Zone II and 56 cents in Zone III. The new minimum hourly rate for forestry workers is 90 cents, 15 cents more than the rate set in 1958, when the order was last revised (L.G. June, 1958, p. 649).

There were no changes in zone boundaries. The Zone I rates continue to apply

in the City of Montreal and the municipalities totally or partially situated on Montreal Island; Zone II rates apply in Quebec City and other municipalities with a population of 6,000 or more (except those included in Zone I); Zone III rates apply in the rest of the province.

Except for minor amendments respecting overtime exemptions, pay statements and wage records, the general provisions are the same as when the orders were last revised (L.G. 1957, p. 727; 1958, p. 646). The hours provisions were also unchanged.

#### **Order No. 4 (1957)—General Order**

The rates prescribed by the general order apply to the majority of unorganized workers in the province except agricultural workers and domestic servants. Employees governed by another order or a decree under the Collective Agreement Act are also exempted from the provisions of the Order as well as the following: university or secondary school students; blind persons working in establishments for the blind; emergency firefighters; employees of church corporations or boards of trustees; persons employed by religious or charitable institutions such as convents or orphanages; employees of peoples' savings banks; peat-cutters; the employer's consort; employees of small telephone exchanges in Zone III; persons who habitually work outside the employer's establishment and whose hours are not controlled; members of the clergy or a religious order; and persons working in unorganized territory.

The rates described below are for the most part based on a 48-hour week. However, a 54-hour regular work week is prescribed for some undertakings, among them retail establishments, food processing plants and amusement places. Some undertakings such as fishing establishments in the Gulf of St. Lawrence and diamond drilling operations are deemed to have no regular work week, which means that employees in such places are not entitled to overtime.

The new rates—68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III—apply to all employees governed by the order except those for whom special rates are set.

Included in the latter category are inexperienced employees, by which is meant apprentices, seasonal cannery workers and persons doing work that requires little skill or training and whose output is below normal. Such employees may be paid 12 cents an hour less than experienced workers, that is, 56 cents an hour in Zone I, 52 cents in Zone II and 48 cents in Zone III.

The previous rates were 45, 40 and 35 cents an hour, respectively. As before, the number of inexperienced workers in any establishment may not exceed 20 per cent of the total number of employees, except in canneries.

Instead of a minimum of 40 cents in Zone I, 35 cents in Zone II and 30 cents in Zone III, office boys and messengers are now to receive a minimum of 52 cents, 48 cents or 44 cents an hour, depending on the zone. These rates also apply to pinboys and bootblacks.

In keeping with previous practice, weekly rates are again set for caretakers who are provided with free living quarters on the premises. The new rates are \$10 higher than formerly; \$40 in Zone I, \$35 in Zone II and \$30 in Zone III.

#### **Order No. 39 (1958)—Forest Operations**

The amendments to Order No. 39 cover the same classes of employees as the previous provisions, applying to persons engaged in logging or driving operations, forest improvement work and reforestation. Caterers working in connection with any of the operations referred to above, and contractors, subcontractors and jobbers are also bound by the new provisions.

The new rates do not apply, however, to employees who transport lumber outside the forests or to persons employed in wood processing plants other than sawmills producing lumber for logging operations. Also exempted are farmers, the employer's consort, persons working in forest colonies, emergency fire rangers and employees covered by a collective agreement under the Labour Relations Act, provided the provisions are generally better than those set out in the order.

As previously, rates for forestry workers are based on a 54-hour week, except in the case of pieceworkers and employees such as cooks, kitchen help and guards, who are considered to have no regular work week.

Following the practice established when the order was last revised, only three rates are set for forestry workers hired on a fixed wage basis. The minimum for employees whose hours of work are verifiable has been raised from 75 cents to 90 cents an hour. For those whose hours are not verifiable the minimum rate is now \$8 a day instead of \$7. The rate for employees without a regular work week has been increased from \$42 to \$48 a week.

The special rates for inexperienced or handicapped workers whose output is below normal have also been raised. Those whose hours of work are verifiable are now to receive a minimum of 60 cents an hour

instead of 50 cents. Persons in this category who do not have a regular work week must be paid \$5.75 a day instead of \$5 as formerly. The 20-per-cent quota continues to apply.

The piecework rates, which were left at the 1957 level when the order was revised in 1958, were increased by an average of 15 per cent. In pulpwood operations, pieceworkers must receive \$4.10 instead of \$3.55 a cord for aspen and poplar and \$5.30 a cord for all other wood instead of \$4.60.

For wood measured in solid cubic feet, the minimum rate is now \$4.80 per 100 s.c.f. for aspen and poplar and \$6.20 for other wood, irrespective of the length of the logs. Previously, the minima varied according to the length of the logs, the rate for aspen and poplar ranging from \$1.90 to \$4.15 per 100 s.c.f. and for other wood from \$2.45 to \$5.40.

As before, employees are entitled to extra remuneration when peeling is included as part of the operation. Employees who are paid by the cord must now receive an additional \$2.10 for aspen and poplar and \$2.65 for other wood. Previously, the rates for such work were \$1.80 and \$2.30, respectively. The rates for peeling wood measured in solid cubic feet have been raised from \$2.05 to \$2.35 per 100 s.c.f. for aspen and poplar, and from \$2.65 to \$3.05 for other wood.

Pieceworkers cutting firewood are now to receive a minimum of \$5.30 a cord for 4-foot bolts, an increase of 70 cents over the previous rate. For bolts of other lengths, the minimum per 32 square feet (4' x 8') of piling surface is now \$4.30 for logs 3 feet long; \$3.15 for logs 2 feet long; \$2.50 for logs 1½ feet long and \$1.95 for logs 15 inches long. Previously, rates ranged from \$3.75 to \$1.70 per 32 square feet.

For cutting sawlogs and other kinds of wood, employees must now be paid \$5.30 instead of \$4.60 for wood measured by the cord. The rate for wood measured in solid cubic feet was increased from \$5.40 to \$6.20 per 100 s.c.f. For wood measured in board feet, only one rate, \$8.55 per 1,000 feet, is now provided, whereas previously rates ranged from \$4.95 to \$7.45 per 1,000 board feet, depending on the length of the logs. An additional \$6.55 per 1,000 board feet, \$2.65 per cord and \$3.05 per 100 s.c.f. must be paid where peeling is included in the making of the wood.

In pulpwood and sawlog operations, a lower rate may again be paid to employees who do not do the preparatory work usually assigned to workers in these categories, provided the rate is stipulated in the engage-

ment contract. The minimum in these exceptional cases is now \$8 a day instead of \$7.

#### **Order No. 40, (1957)—Hotels, Restaurants, Hospitals and Real Estate Undertakings**

The new wage provisions of Order 40 have the same coverage as formerly. As before, the rates apply to employees in hotels, roadhouses, inns, boarding houses, staff houses, motels, lodging houses with at least five bedrooms to let, restaurants, lunch-counters, cabarets, bars, cafes, clubs, catering establishments, taverns, apartment houses, office buildings, real estate offices, hospitals and other institutions under the Quebec Public Charities Act, including institutions administered by a religious organization.

They are not applicable, however, to employees of lodging houses with fewer than five bedrooms to let, professional staff, student nurses or members of a religious community, nor do they cover employees exempted under Order 4.

The rates for employees in hotels, restaurants, hospitals and real estate offices are again based on a 60-hour week, except in the case of employees such as watchmen, janitors and resident caretakers, who are deemed to have no regular work week.

The majority of the employees covered by the order are now entitled to a minimum of 64 cents an hour in Zone I, 60 cents in Zone II and 56 cents in Zone III. These rates are 4 cents less than the general minima set under Order 4.

In line with previous practice, the minimum rates prescribed for chauffeurs, watchmen, stationary enginemen and firemen are the same as the general minimum under Order 4, that is, 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III.

Bell boys are now to receive a minimum of 48 cents an hour in Zone I, 44 cents in Zone II and 40 cents in Zone III. Formerly, the minimum was 35 cents an hour in Zone I and 30 cents in Zones II and III.

Inexperienced hospital workers are now entitled to at least 52 cents an hour in Zone I, 48 cents in Zone II and 44 cents in Zone III. The same rates apply to office boys, messengers, pinboys and bootblacks.

Employees of lodging houses with at least five bedrooms to let are to receive a minimum of 56 cents an hour in Zone I, 52 cents in Zone II and 48 cents in Zone III.

Monthly rates are again set for supervising janitors whose duties include the leasing of apartments or space and the collection of rents, all rates having been increased by \$10 a month. Janitors who are provided with free, heated quarters on



the premises are to receive at least \$85 a month in Zones I and II, and \$70 in Zone III. When unheated lodgings are provided, the rates are now \$95 in Zones I and II, and \$80 in Zone III. Supervising janitors who do not live on the premises must be paid at least \$105 a month in Zones I and II and \$90 in Zone III.

The rates for caretakers who are provided with free living quarters on the premises were increased by \$10 a week to \$40 in Zone I, \$35 in Zone II and \$30 in Zone III. These minima are the same as provided under Order 4.

#### **Order No. 41, (1958)—Municipal and School Corporations**

In keeping with former practice, the rates set by Order 41, the order governing employees in municipal and school corporations, are the same as under the general Order, except in the case of a few special categories.

The regular work week remains longer, however. Subject to a few exceptions, minimum wage rates for the majority of employees covered by Order 41 are based on a 54-hour week, whereas under Order 4, as already noted, minimum rates are generally based on a 48-hour week. The exceptions among the employees of municipal and school corporations include chauffeurs, whose regular work week is 60 hours; firemen and policemen, whose work week is 72 hours; and persons such as resident caretakers and school attendance officers, for whom no regular work week is prescribed.

As previously indicated, most persons who are subject to Order 41 must be paid the same minimum as the majority of employees covered by Order 4, that is, 68 cents an hour in Zone I, 64 cents in Zone II and 60 cents in Zone III. These rates also apply to watchmen employed by municipal or school corporations. The minima for inexperienced employees, for office boys and messengers, and for caretakers with lodgings provided are also the same as those set under Order 4 and described above.

In line with previous practice, monthly rates are again set for secretaries of local municipal corporations whose hours are not verifiable, the rates in Zone III varying according to the population. The minimum rates in Zones I and II have been increased from \$150 and \$120 a month to \$175 and \$140, respectively. In Zone III, rates were increased by \$10 a month, the new minima ranging from \$40 a month in municipalities with a population of 300 or less to \$90 a month in centres with a population of from 1,501 to 6,000. In the counties, the monthly minimum is now \$70 instead of \$60.

As before, minimum rates for school secretaries are not fixed on a zone basis but vary according to the number of property owners in the district. Rates were increased by \$10 a month in all cases, the new minimum ranging from \$30 a month in districts with 50 ratepayers or less to \$110 a month in districts with 1,201 ratepayers or more.

#### **General Provisions**

As previously mentioned, the only changes in the general provisions of the orders were minor amendments to the provisions respecting pay statements, wage records and overtime.

With regard to pay statements and wage records, Orders 4, 40 and 41 now provide that employers are not obliged to record the number of regular and overtime hours of an employee paid on a fixed weekly, monthly or yearly basis who, even when not working a full week, receives a weekly wage of \$55 in Zone I and \$50 in Zones II and III. Previously, employers were exempted from this requirement if employees paid on a fixed wage basis received at least \$50 a week in Zone I and \$45 in Zones II and III. In forestry operations particulars respecting hours and overtime need not be recorded if a worker hired on a fixed wage basis receives \$62 or more a week.

Orders 4, 40 and 41 continue to provide that hourly rated employees not governed by a collective agreement must be paid one and one-half the regular rate for all hours worked in excess of the regular work week. They further provide that employees not in this category must be paid at least one and one-half the minimum rate for overtime, except that, now, employees on a fixed wage basis receiving at least \$55 a week in Zone I and \$50 in Zones II and III are not entitled to overtime. Formerly, this proviso applied to fixed wage employees who earned \$50 or more a week in Zone I and \$45 in Zones II and III. Under the amended forestry order, employees hired on a fixed wage basis need not be paid overtime if they earn \$62 or more a week.

#### **Saskatchewan Boiler and Pressure Vessel Act**

The regulations concerning liquefied petroleum gas pressure vessels and distributing plants, issued under the Saskatchewan Boiler and Pressure Vessel Act (L.G. 1958, p. 280), were amended by O.C. 2105/59, gazetted December 31.

The amendment requires that if the design of a vessel has not been registered the inspector may require weld test coupons to be tested in accordance with the Saskatchewan Pressure Welding Regulations.

If special approval and registration is requested for the design of a storage tank having a capacity greater than 30,000 U.S. gallons for a refinery or natural gas processing plant, internal reinforcement is now required. New requirements for supporting saddles are also set out.

Transport tanks of "quenched and tempered" high tensile steel require special approval and registration. They must be constructed by a manufacturer having previous experience in the use of such material.

He must submit proof that his welding procedure is correct and his welder qualified.

The fees for a Class A liquid petroleum gas licence to operate a filling or distributing plant have been revised.

### **Saskatchewan Workmen's Compensation (Accident Fund) Act**

Surveyors and consulting engineers and their employees were brought under the Saskatchewan Workmen's Compensation (Accident Fund) Act by O.C. 2051/59 gazetted December 18.

## **Annual Report of U.K. Chief Inspector of Factories**

Reported industrial accidents in the United Kingdom decreased again in 1958, the U.K. Chief Inspector of Factories states in his 1958 annual report. Accidents reported declined from 174,713 in 1957 to 167,697, a drop of 4 per cent. It was the lowest total since 1935.

The number of fatal accidents, however, increased to 665 from 651 in the preceding year.

As in 1957, the Annual Report on Industrial Health was published separately.

### **Report on Work of Factory Inspectorate**

The 1958 Annual Report of the United Kingdom Chief Inspector of Factories, as in the preceding year, has five main chapters: industrial accident statistics and trends, a review of developments of special interest, activities of the department, and two special sections, on nuclear energy and ionizing radiations and on fire prevention.

#### **Statistics and Trends**

The decrease in the total number of industrial accidents in 1958 was due primarily to a decline of 5 per cent from 1957 for accidents in factories, from 150,437 to 143,099; fatal accidents in factories declined from 414 in 1957 to 368 in 1958. Factory accidents declined in all sectors except non-rail transport. Rail transport accidents decreased by nearly 23 per cent.

The number of accidents on building sites, however, increased from 14,568 (156 fatal) in 1957 to 15,017 (207 fatal) in 1958, with falls of persons mainly responsible for the rise. Likewise, there was an increase in accidents on engineering construction work from 1,924 (31 fatal) in 1957 to 2,329 (51 fatal) in 1958.

The number of injuries in 1958 was 181,091, about 7,000 fewer than a year earlier. Reductions occurred in almost every injury site, with a drop of almost 10 per cent in eye injuries.

#### **Crane Safety**

Each year, the report states, about 4,000 crane accidents occur. Some 60 per cent of these accidents are the result of errors in slinging, in giving or receiving signals and in driving; ignorance or carelessness of the crane driver or slinger and ineffective signalling arrangements are the main reasons for these errors. Since crane drivers, slingers and signallers are mainly responsible for the elimination of crane accidents, they should be carefully selected, trained and supervised, the Report advises.

Effective communication between slingers, drivers and others near crane operations is vital to the avoidance of accidents, and the Report recommends highly the code of hand signals for crane operation published by the Sheffield Area Industrial Group of the Royal Society for the Prevention of Accidents. With respect to travelling cranes, the Report points out that some means of communication between the driver and the ground other than hand signals is essential.

Strict supervision is essential, the Report declares, if crane accidents arising from contact with electric lines, an important cause of fatal accidents, are to be prevented. In many cases, careful planning by persons carrying out the work, officers of local authorities, and the owners of power lines can eliminate all risk.

#### **Safety Training at Technical Colleges and Schools**

During 1958, discussions continued between the Factory Inspectors and the Schools Inspectors with the object of introducing safety topics into the curricula of technical colleges and schools. Employers' organizations, trade unions, the Royal Society for the Prevention of Accidents, educational and government authorities are co-operating to advance the interest in safety training in schools and colleges that exists.

## Legislation

In 1958 a bill was introduced to amend the Factories Acts 1937 and 1948. It has now become law as the Factories Act, 1959 (L.G., Nov. 1959, p. 1188).

The Building (Safety, Health and Welfare) (Amendment) Regulations, 1958, were made in 1958 under the Factories Act and came into force on January 1, 1959. Also, the Work in Compressed Air Special Regulations, 1958, came into operation on April 21, 1958. Further work was done on the proposed Shipbuilding and Ship-repairing Special Regulations, and on the Factories (Ionizing Radiations) Special Regulations in connection with sealed sources of radioactive material. In addition, work progressed on the drafting of special regulations in connection with ionizing radiations from radioactive materials other than in sealed sources.

### X-ray and Other Plant Producing Ionizing Radiations

During 1958 there was a limited increase in X-ray and other plant producing ionizing radiations, mainly portable or mobile X-ray equipment for radiographic examination of castings and welds.

The report points out that these examinations should be made in a specially constructed and shielded room. All persons should be excluded while the equipment is operating, an objective that can be attained by interlocking all doors with the equipment control.

When work to be examined is too large to be transported to a special room and portable equipment must be moved to the location of the work, the equipment should be shielded as much as possible and portable screens used for further protection.

The report refers to a number of problems in connection with ionizing radiations that the Inspectorate encountered. One of the problems was the protection of crane operators who were placing heavy work into radiographic enclosures with open tops. In one case, this problem was solved by installing a warning light and an audible alarm in the cab of the crane, which came into operation if the crane approached too close to the enclosure. In other cases, crane cabs were shielded, a "cut-out" was fitted to stop the crane automatically, and cranes were prohibited from working while the plant was in operation.

Other problems dealt with in the report include inadequate screening of equipment, misuse of warning notices, over-doses of radiation, cracks in shielding and defective interlocking arrangements.

## Fire Prevention

Each year about 7,000 industrial fires occur in the United Kingdom. Approximately 80 of these fires cause over half of the estimated total loss of £13,500,000. About 25 per cent of industrial fires occur in wood-working factories, usually at night, and nearly as many in engineering factories. These industries and the textile industry account for about 60 per cent of all industrial fires. Injuries are caused mainly by local incidents in which clothing is set afire or burns are caused by flash ignition of highly inflammable materials.

**How Fires Start**—The report states that there are two stages in a fire, the initial outbreak, when combustible or inflammable material is ignited, and the spread of the fire to other combustible material. The manner in which fire spreads is determined partially by the quantity and combustibility of stock or material in process, but to a greater extent by the nature and layout of the building structure. Nearly all fires that cause extensive damage are started by the ignition of solid material such as wood, or paper fibres. These are usually finely divided, not highly inflammable, and may smoulder for a long time before bursting into flames.

**Sources of Ignition**—It has often been found that sources of ignition might have been eliminated or replaced by a safer arrangement.

Space heaters, especially slow combustion stoves, often cause fires. Gas and electric fires present a similar hazard. Particularly dangerous is the homemade "flash" heating stove often found in garages, and run on waste oil.

Welding and cutting equipment and blowlamps are very dangerous sources of ignition. In order to minimize danger from the use of this equipment in premises where there is a high fire risk, a "permit to work" system is often introduced, which gives detailed safety measures to be employed. The use of welding equipment or blowlamps in textile mills is dangerous, so special precautions are advisable, such as thorough cleaning of the area where work is to be done.

Among other particularly hazardous sources of ignition are those materials that will ignite at low temperatures; cellulose, for example, will burn at 80 degrees fahrenheit.

**Inflammable Substances**—Many fires start in waste, including floor sweepings, that may contain highly combustible materials. Oily rags are subject to spontaneous combustion, especially if the oil is of vegetable origin. These hazards should be eliminated by removing waste before it accumulates.



Various finely divided trade wastes present a high fire hazard. Among these are shavings and sawdust in the woodworking industry, fibrous materials in upholstery factories, off-cuts in the printing and paper converting industry, clippings and fluff in the clothing industry, and fluff in laundries. Carbonaceous dust in flour mills, grist mills and feed mills, and maltings can smoulder for a long time if undisturbed, but if dislodged and mixed with air, can form a highly explosive atmosphere. In textile mills, dust and fly are a fire hazard, as is smouldering dust from polishing and grinding processes in the metal trades. In packing and shipping departments the risk of fire is often increased by excessive quantities of straw, shavings and paper.

**Inflammable Liquids**—A large amount of material damage and most burning accidents due to inflammable liquids result while they are being used in small quantities. The use of inflammable liquids for reviving fires and near open flames and other sources of ignition causes a number of accidents each year. The ignition of gasoline vapour in motor vehicle repair establishments also results in burns to persons.

The ignition of paints, varnishes and cellulose solutions is among the most frequent causes of industrial fires; quantities on hand in the workroom should be limited as much as possible in order to minimize the fire hazard. Inflammable solvents used to thin printing inks can present an extremely high fire risk, so bulk storage areas for both ink and solvents should be outside the building and, if possible, feed directly to the ink ducts on the presses.

A number of burning accidents are also caused by the ignition of oil-soaked clothing. This danger can be reduced by the use of protective clothing with quick-release fasteners.

**Premises and Fire Spread**—The progress of fire is largely determined by the structure of a building, and much can be done by structural modifications to reduce its spread.

Among measures that are taken to assist in restricting fires to a small area are the use of fire-retardant coating and the enclosure of sections where there is a high risk of fire by walls of fire-resistant materials. Hoistways and stairways enable fires to spread more easily to a higher floor, and in such cases stairways should be enclosed and fire-resistant doors provided.

In the layout of a plant it is important to ensure that gas mains and oil tanks are not located near areas where a high degree of fire hazard may exist.

Other ways of reducing the spread of fire include the removal of inflammable

vapours and deposits from workrooms. Also, where inflammable liquids are used in large quantities, sills will prevent their flow from one room to another if they are spilled on the floor.

**Fire Fighting Arrangements**—It is important to have adequate fire-fighting equipment in a plant so that workmen can extinguish fires when they are small. In the case of factories covered by the Cellulose Solution Regulations the provision of effective fire extinguishing equipment is obligatory. (Under the Factories Act, 1959, all factories must provide and maintain appropriate fire fighting equipment.)

**Arrangements for Calling the Fire Brigade**—Although a few large factories, usually with a high fire risk, have a direct telephone line to the fire station, most of them rely on ordinary telephone communication or, in some areas, on the 999 (emergency) system of dialing. In many cases, officers of fire brigades supply cards to factories, giving the fire station number and other instructions.

**Obstructions to Fire Fighting**—Obstructions may seriously impede fire fighting and be responsible for greatly increased fire losses. There have been many instances of this problem in the textile industry when over-stocked rooms with too few gangways prevented access to stacks of baled wool. Similarly, in the timber trade, access to stacks is often difficult.

The location of stored material may make it impossible for firemen to reach it to extinguish a fire. Sometimes tanks for oil fired heating units are so situated that firemen can reach them only through a burning building; contractors can eliminate this problem by installing these tanks where they are readily accessible.

In order to lessen the hazards of firemen, firms should notify the fire authorities of stocks of dangerous materials such as acids and other dangerous chemicals, metals such as beryllium, metallic sodium and uranium, and metallic powders. Likewise, the fire authorities should be informed of large quantities of highly inflammable liquids, propane storage tanks, and nitrate and sodium salt baths.

The report indicates that fire brigades are aware of particular hazards in large and medium-sized factories but are not usually familiar with special risks in small establishments.

There is close co-operation between the Inspectorate and the Fire Services. In some areas they have periodic consultations and joint consideration of building plans.

## Report on Industrial Health

The 1958 Report on Industrial Health has four chapters. One of these reviews developments of the year. Another deals with significant cases of industrial disease, poisoning and gassing. There are also two special chapters, one of which is concerned with occupational cancer, and the other with the Inspectorate's study of medical supervision in 210 factories.

The chapter dealing with the year's developments refers to a revised edition of *Marking Containers of Hazardous Chemicals* a publication of the Association of British Chemical Manufacturers. It gives principles for the marking of containers of hazardous chemicals by labelling them with standard wording, which would warn persons concerned with them from manufacturer to user. This system of labelling is in addition to legal requirements, and is recommended for all manufacturing firms.

The Association has also published *A system of Labels for gassing casualties sent to Hospital*. Prepared by a special panel of industrial medical officers, this publication has proved to be of great value.

The chapter on industrial diseases, poisoning and gases deals with significant cases of lead, phosphorus, mercury and aniline poisoning, toxic jaundice, anthrax, compressed air illness, epitheliomatous and chrome ulceration and other cases of industrial poisoning. It also gives statistical information in connection with pneumoconiosis, asbestosis and byssinosis, and dermatitis. Other matters dealt with involve workers exposed to ionizing radiations and

industrial solvents and lead, and gassing cases.

One special chapter deals with those substances called carcinogens, encountered in industry, which are responsible for occupational cancer. They include coal tar and its products, mineral oil, arsenic, chromates, asbestos, ionizing radiations, benzene, and possibly heated calcined dusts in connection with nickel refining. A section is also devoted to methods of preventing occupational cancer.

The special chapter on medical supervision in 210 factories is concerned with a survey in certain factories which were known to employ at least one doctor either full or part-time to form some picture of the types of medical supervision provided. The factories selected fell into three size groups employing 1,000 workers or more; between 250 and 999 workers; under 250 workers. There were 70 factories in each group.

Information was requested on the number of doctors employed, the nature of medical examinations and treatment, rehabilitation, supervision of working conditions, maintenance of records and statistics, research or special investigations by works medical officers, medical officers' work on factory committees, and employment and functions of nursery staff. Management was also requested to give information on the advantages of medical supervision in their factory, and on the relationship of their scheme to the National Health Service. The Report contains an analysis of the information obtained.

## United Kingdom Factories Act

About half of the provisions of the United Kingdom Factories Act, 1959 were brought into force on December 1, 1959 by the Factories Act, 1959 (Commencement No. 1) Order, 1959, the November issue of the *Ministry of Labour Gazette* reported.

Two of the major provisions were included. They are the provision requiring the Minister of Labour to promote health, safety and welfare of workers, and that revoking Defence Regulation 59 (L.G., Nov. 1959, p. 1188).

Among other provisions effective December 1, the more important concern steam boilers, lifting excessive weights, and penalties.

The Minister may now make regulations prescribing the frequency and certain other inspection requirements relating to steam boilers. Formerly, the Act specified that every steam boiler must be inspected at least once every 14 months. No person

(formerly, young person) may now be employed to lift, carry or move excessive weights. Changes made in penalty provisions include the raising of maximum penalties for infractions of certain sections of the Act.

The more important provisions which come into operation February 1 deal with precautions concerning vessels containing dangerous liquids and confined spaces where dangerous fumes may exist.

If an inadequately covered vessel contains a dangerous liquid, any ladder, stairs or gangway over it must be at least 18 inches wide and securely fenced. New aspects of the provision relating to confined spaces liable to contain dangerous fumes or lack of oxygen concern mainly precautionary measures designed to ensure that these spaces are safe for entry without breathing apparatus.

(Continued on page 205)

# UNEMPLOYMENT INSURANCE

## 1959 Annual Report, Unemployment Insurance Advisory Committee

Unemployment Insurance Fund diminishing at "alarming" rate during previous two years, Committee states. At March 31, 1959 it was barely 57 per cent of amount two years earlier. Necessity to preserve actuarial soundness of Fund stressed

The Unemployment Insurance Fund has been diminishing at an "alarming" rate during the past two years, and final figures for the current fiscal year may show a further drop, according to the annual report of the unemployment Insurance advisory Committee for the year ending March 31, 1959, which was tabled in the House of Commons on January 14.

During the year covered by the report the Fund dropped by \$244,389,000 to \$499,-811,000, and during the preceding year it dropped by \$134,241,000 to \$744,200,000. Thus the Fund on March 31, 1959, was barely 57 per cent of what it had been two years earlier.

The report emphasizes the necessity for preserving the actuarial soundness of the Fund.

A new scale of contribution rates went into effect in the last quarter of 1959, however, and, regarding the prospect for the future of the Fund, the Committee quotes from the actuary's report, which said that taking the experience of the period from April 1953 to March 1958 inclusive as a guide, "contributions should about balance the benefits and the interest revenue should provide a small margin."

The actuary's statement holds that the experience of the 1953-58 period, though not necessarily a reliable guide to the future, is "a useful reference point."

For the 1959 fiscal year, total revenue is given in the Committee's report as \$234,-242,000, while ordinary benefits totalled \$362,156,000 and seasonal benefit was estimated at \$116,475,000.

The report refers to a request, presented by a delegation from the National Union of Public Employees, that cities and municipalities ought to be allowed to bring under the Unemployment Insurance Act those employees who had been exempted by "Certificates of Permanency". The Committee recommended that the Commission give careful consideration to this proposal.

The report is printed in full below.

### REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

*For the Year Ending March 31, 1959*

To His Excellency

The Governor General in Council:

1. Section 89 (1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31st each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31st.

2. The Committee met on July 28th, 1959, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1959. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

3. From the time Unemployment Insurance was made operative, in July 1941, until the end of March, 1959, a total of \$2,321,-996,387.41 has been paid out in the form of benefit to unemployed persons.

4. This large sum has been distributed in relatively small amounts. It has been the means of relieving economic distress, through unemployment, of millions of individuals and their families.

5. The Unemployment Insurance Act has proven of inestimable value.

6. The following are key figures selected from those given in the financial statements, prepared for the information of the Committee, by the Unemployment Insurance Commission:



	1959	1958	1957	1956
	(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund	499,811	744,200	878,441	859,471
Increase or decrease in balance from previous year ....	—244,389	—134,241	18,971	13,187
Contributions from employers and employees .....	185,438	188,714	186,214	168,405
Contributions for Armed Service Personnel .....	49	465	605	1,060
Contributions from the Government .....	37,097	37,836	37,364	33,893
Amount collected in fines and penalties .....	47.5	46.6	45.0	29.0
Interest on Investments .....	21,725	23,776	26,039	25,005
Profit or Loss on Sale of Securities .....	L. 10,115	—	—	—
Total Revenue .....	234,242	250,837	250,267	228,392
Ordinary Benefit Payments .....	362,156	327,841	201,197	180,037
Supplementary Benefit for Classes 1 and 2 .....	—	—	—	9,431
Seasonal Benefit (estimated) .....	116,475	57,237	30,100	25,736
Excess of Revenue over Expenditure .....	—244,389	—134,241	18,971	13,187
	(in thousands)			
Number of initial claims received .....	1,791	1,683	1,256	1,173
	(in dollars)			
Average Weekly Rate of Benefit .....	21.28	21.21	19.96	18.30
	(in thousands of dollars)			
<i>Fishing</i>				
Contributions from Employers and Employees .....	775	718	—	—
Contributions from Government .....	155	144	—	—
Benefit Payments .....	10,235	5,438	—	—

7. As information, please find copy of Report prepared by the Assistant Superintendent of Insurance, who is the Actuary for the Unemployment Insurance Commission (not reprinted here).

8. Attached also, is the Report presented to the Committee by the Unemployment Insurance Commission (not reprinted here).

9. The Fund has been diminishing at an alarming rate during the past two years. The experience of the past two years has proven it is essential, for security, that there be a substantial reserve in the Fund. The experience has also emphasized that actuarial soundness is essential.

10. As regards the probable situation respecting the Fund, in view of the amendments passed at the last Session of Parliament, your Committee calls attention to the following quotation from the Actuary's Report.

24. The above analysis has been largely concerned with the experience of recent years and little has been said concerning the prospective state of the fund. The adequacy of the present contribution scale (as amended) to meet the benefit costs depends upon how future experience compares with that of the base period April 1953 to March 1958 inclusive. If the experience of that base period proves to be the norm, then the contributions should about balance the benefits and the interest revenue should provide a small margin.

25. The unemployment experienced in 1958-59 was considerably above that of the base period but there are signs of improvement in 1959-60. It looks now as though the experience of 1959-60 will be better than 1958-59, although it is still running above 1957-58. There are forecasts of improving conditions but as yet no predictions of a boom. It appears that 1959-60 will show unemployment experience somewhat above that of the base period and that, together with the fact that the new contribution scale will not come into effect until

the last quarter of 1959, indicates a further drop in the fund for the current fiscal year.

26. Having in mind the current trend in economic experience, it seems that the base period of 1953-58 is still a useful reference point and that the bad experience of 1957-58 and 1958-59 is not established as the permanent level of unemployment."

11. It will be noted by the last sentence of para. 25 of the Actuary's Report that, depending upon conditions, there may be a further drop in the Fund for the fiscal year. This possibility gave the Committee concern; however the Investment Committee will no doubt give the matter careful consideration.

12. The Committee, in response to a written request, received a delegation from the National Union of Public Employees. Mr. R. P. Rintoul, National Director, was heard.

The request was that cities and municipalities be permitted to bring within the coverage of the Unemployment Insurance Act, those employees who had been exempted by "Certificates of Permanency".

The Committee decided to recommend to the Commission that the proposal be given careful consideration. Compliance would be in accord with the accepted policy of encouraging universal coverage.

13. The Commission reported there was evidence of irregularities and collusion in respect to purchase of stamps for improper use in books to show casual employment which had not occurred, in order to qualify individuals for benefit which, otherwise, they would not have sufficient contributions to claim. The Commission is making a thorough investigation and will endeavour to develop a system which will check illegal claims.

14. The Commission's recommendation to change the contribution rates applicable to piece workers in lumbering and logging was approved.

15. The Commission outlined to the Committee the plan it has inaugurated to reduce postal claims by appointing rural agents. An explanation was also given of the plans for improving "Public Relations" and "Publicity". Members of the Committee expressed the view that publicity, impressing upon employers and employees that improper claims will increase their costs, would be very effective. The Committee desires to express approval of the

Commission's plans and recommends Government encouragement.

Respectfully submitted,

A. MACNAMARA,  
*Chairman.*

Ottawa, July 29, 1959.

*Members of Advisory Committee:*

Alan Y. Eaton  
James Hunter  
H. Shoobridge  
T. C. Urquhart  
A. Andras  
A. A. Hutchinson (Alternate)  
Roger Mathieu  
S. A. Stephens

## Monthly Report on Operation of the Unemployment Insurance Act

Claimants totalled 417,500 on November 30, more than month earlier but slightly less than year earlier.\* Initial and renewal claims for benefit received during month numbered 278,600, higher than both month-earlier and year-earlier totals

Claimants† for unemployment insurance benefit numbered 417,500, of whom 5,300 were seasonal benefit claimants, on November 30, 1959. This was nearly 67 per cent higher than the total of 250,600 on October 30, 1959 but slightly below the total of 419,200 at the end of November 1958, when 4,500 were claimants for seasonal benefit.

On November 30, 1959, males comprised 74 per cent of the total, and they accounted for 86 per cent of the increase in claimants since October 30. On November 28, 1958, males made up the same percentage of the total as on November 30, 1959, although in the earlier year the Prairie Provinces were not included in the calculation.

Initial and renewal claims for benefit during November 1959 numbered 278,600, which was 85 per cent more than the 151,200 in the previous month and 13 per cent more than the 246,600 in November 1958. The increase between October and November 1958 was slightly less than 30 per cent.

The average weekly number of beneficiaries was estimated at 209,600 for November and 159,800 for October 1959, compared with 262,500 for November 1958.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

The average weekly benefit payment in November 1959 was \$20.85, in October it was \$20.51, and in November 1958 it was \$21.19.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November 1959 show that insurance books or contribution cards had been issued to 4,743,630 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At November 30, 1959, employers registered numbered 324,767, an increase of 359 since October 31.

### Enforcement Statistics

During November, 5,824 investigations were conducted by enforcement officers across Canada. Of these, 3,514 were spot checks of postal and counter claims to verify

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

the fulfilment of statutory conditions and 149 were miscellaneous investigations. The remaining 2,161 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 196 cases, 45 against employers and 151 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,315.\*

## Unemployment Insurance Fund

Revenue in November 1959 totalled \$27,-823,610.54 compared with \$23,357,196.24 in October and \$19,045,678.09 in November 1958. Benefits paid in November 1959 totalled \$17,479,376.35 compared with \$13,-761,554.32 in October and \$21,099,485.80 in November 1958. The balance in the fund on November 30, 1959, was \$475,178,655.52; on October 31 it was \$464,834,421.33 and on November 30, 1958, \$641,880,241.89.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 1704, December 2, 1959

**Summary of the Main Facts:** The claimant, married, 47 years of age, filed a renewal application for benefit on May 12, 1959, and stated therein that he had worked as a salesman on a commission basis in the furniture department of a Vancouver department store from January 12, 1959 to May 2, 1959, when he became separated from his employment for the following reason:

Laid off. During the labour dispute, while the store was closed, I made arrangements to go to Prince George to see about managing a business. I left Vancouver 3 May. I was delayed a week and returned on 9th May. I was told that I had been replaced due to the pressure of business. Unemployed since, available and capable.

The employer was asked by the local office of the Unemployment Insurance Commission to comment on the above statement of the claimant. He replied as follows:

Claimant failed to report for work during labour dispute with "office employees". Store reopened Friday May 1st with only 3 out of 8 salesmen reporting for work. (The claimant)...one of the 3...was aware of this situation, said nothing of proposed absence, and again failed to report for work on May 3, leaving us with only 2 men. (The claimant's wife) phoned, but this was of no use to us under the circumstances.

The insurance officer disqualified the claimant from receipt of benefit for the period from May 10, 1959 to June 13, 1959 inclusive, because, in his opinion, he had lost his employment by reason of his own misconduct (section 60 (1) of the Act).

On May 29, 1959, the claimant appealed to the board of referees on the following grounds:

1. I was verbally discharged from Forst's Ltd. E. Hastings St. branch by the manager—on 4 May 1959—his given reasons being:

(a) My absence from employment during the week ending 2 May 1959 and

(b) My sales during employment were not up to their desired level.

During the six week strike at Forst's store ending on 30th April, I made arrangements to go to Prince George, B.C., on business. Having worked 1st and 2nd May, I left for Prince George on the 3rd May, the arrangement having been made prior to the end of the strike. My wife advised Forsts on my behalf on Mon. 4th May and was told it was quite alright, providing I returned to work on Thurs. 7th May. Owing to transportation difficulties, I was delayed until Sat. 9th May. My wife then informed me that (the manager) had advised her that my services had been terminated by him...I personally phoned him on Monday 11th May (and) explained my reasons for absence, but he stated they had already filled my position and that my stamped Insurance Book had already been mailed to me. I re-offered my services, being available for work, but was refused, mainly, (the manager) stated, for reason (b) above."

The claimant stated also that, following his dismissal, he had secured employment as assistant manager of the B.C. Co-operative store in Prince George, which he would commence on June 1, 1959.

The claimant was represented by his wife at the hearing of his case by a board of referees in Vancouver on June 12, 1959. The board, by a majority decision, dismissed the appeal and maintained the disqualification which had been imposed by the insurance officer and in so doing stated:

It is noted that the claimant was absent without permission and did not leave town until after the labour dispute had ended. Regardless of his statement of having made arrangements to go to Prince George, B.C., during the six weeks' strike at Forst's, it was not established that he had an assurance of other employment at that time...

The dissenting member of the board based his disagreement with the majority decision of the board chiefly on the grounds that the claimant had reason to expect that he would obtain employment in Prince George, which he pointed out materialized following the claimant's dismissal by Forst's Limited and that the Umpire "has ruled on

\*These do not necessarily relate to the investigations conducted during this period.



numerous occasions that if a person has a genuine prospect of employment elsewhere when they leave their present position and obtain this work, that it constitutes just cause within the meaning of the Act for leaving their former employment."

The claimant appealed to the Umpire on August 3, 1959, contending that the main reason for his dismissal was that his sales were below the volume required by the company.

**Considerations and Conclusions:** The question before me to decide is not whether the claimant had a good reason for not reporting for work on the day he was expected to do so, but whether he duly informed his employer of his proposed absence.

I cannot understand why the claimant did not seek leave of absence from the employer in advance of his trip to Prince George. If in his mind he had good reasons for not doing so, I nevertheless feel that he was far from being prudent in that he must have known full well that he was leaving himself open to dismissal.

The record indicates that the claimant had made arrangements to go to Prince George "prior to the end of the strike," that is, prior to April 30, 1959. Therefore, he obviously knew, or at least had a good idea as far back as that time, that he intended to leave for Prince George on May 3. As his absence did not stem from an unforeseen circumstance he should have, in my opinion, notified the employer of his intended trip not later than May 2.

I would like to point out to the claimant that, while an employee has certain rights under a contract of service, he also has obligations, one of which is to adhere to the just and reasonable rules of his employer.

As to the claimant's contention that, actually, the main reason for his dismissal was that his sales were below the volume required by the company, there is no statement from the employer to that effect in the file and, apparently, the claimant was unable to satisfy the board of referees, including the dissenting member, that his contention was true. Therefore, in accordance with the practice followed in such cases, I do not think that I should interfere with the decision of the board when it rests on a question of credibility of the evidence.

Under the circumstances, I consider that the claimant did lose his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act and I confirm the majority decision of the board of referees.

The claimant's appeal is dismissed.

## Decision CUB 1707, December 21, 1959

(Translation)

**Summary of the Main Facts:** The claimant, a married man, 26 years of age, residing at St. Eugène de Ladrière, Rimouski County, Quebec, had filed an initial application for benefit on March 23, 1959. At that time he had registered for employment as a lumberjack and had declared that he had been employed by the Price Brothers Company Limited in that capacity from November 20, 1958 to March 21, 1959, when the camp was shut down.

On April 8, 1959, the claimant had stated in the "Farm Questionnaire" that he owned a farm of approximately 120 acres situated two or three miles from the Price Brothers' timber limits, the nearest place where there was a likelihood of his obtaining work; that he lived on the farm and that he considered agriculture his main means of livelihood. The previous year, 30 acres of the farm were under cultivation, 20 acres were in pasture, and the remainder were in bush.

He added that his work on the farm would prevent him from accepting suitable employment during the summer but not in the winter, that he could not leave from May 1 to October 1 because he was farming his land, but that from October 1 to May 1 he was always available to "do any work, provided he could return to the farm every day to take care of his livestock" (8 cows, 12 pigs, 1 horse, 2 sheep and 10 chickens). Lastly, he stated that no one helped him on the farm.

A record of the claimant's contributions showed that he had in all 15 weeks of contribution during the year preceding the date of his claim.

On April 13, 1959, the insurance officer disqualified the claimant from receipt of benefit as from March 22, 1959 pursuant to Sections 54 (1) and 57 (1) of the Act and Regulation 154 (3) for having failed to prove that he was unemployed, his main occupation being farming.

The claimant appealed to the board of referees on May 16, 1959 and said:

I am sending you the letter ... telling me that I had stated in the farm questionnaire that I could not accept employment from April 5 to September 22, which is not true. I can work at any time, from October 1 to May 20 and from June 15 to July 15. If I can give you any further information, you have only to ask me the questions and I will answer them to the best of my ability. What I am telling you is that my work on my farm does not keep me occupied full time and that I can accept work outside and still carry on the work I have to do on my farm.

The claimant also produced three documents certifying that he had done farm work for other persons from September 8 to September 13, 1958, and from October 12 to 31, 1958 and from November 3 to 9, 1958. One of the documents certified also that he had been engaged in construction work from August 7 to 16, 1958.

The board of referees heard the appeal on June 18, 1959. The claimant was not present at the hearing. The board unanimously confirmed the decision of the insurance officer.

On June 29, 1959, the claimant sent a letter to the local office of the Commission which reads in part as follows:

(1) I cannot be considered a farmer, because the acreage of my farm under cultivation, the annual income, and the dairy herd are not large enough to support a family.

(2) In view of the first condition, I have to go and work outside. Even if I do not have much land under cultivation I must state that during seeding time, in early June and during haying time and the grain harvest, July and September, I cannot be considered available, since I am occupied in this work.

(3) During the off-season, I can accept employment at any time, even if I must return home from time to time, not daily, but once every three weeks or month, to give some supervision to my herd.

(4) My wife helps out in my absence; there are some neighbours who can easily do that work on the farm.

(5) If I said "daily" on my report, it was because I am accustomed to working for Price Brothers, which is situated close to my place, and the employees travel back and forth morning and evening, thus avoiding expenses for meals.

On August 11, 1959, *l'Union catholique des cultivateurs* (Catholic Union of Farmers) of Rimouski appealed to the Umpire. In the appeal it was explained that the claimant worked more than 20 weeks away from his farm during the year preceding his claim, that the claimant misunderstood the question put to him by the local office, and that it was possible for him to accept employment at any time in the year except in early June, during the seeding time, in July, during the haying, and at the end of August to the beginning of September, during the harvesting.

**Considerations and Conclusions:** Unemployment Insurance Regulation 154 (3) contains a special provision under which any person engaged in farming on his own account may be considered unemployed during the farming off-season (approximately from the beginning of October to the end of March) if such person, during the off-season, does no work on his farm or devotes so little time to farming that he would not be prevented from accepting full-time employment.

The conditions mentioned in that provision apply, however, only to the farming off-season. I understand by that, that even if a farmer could establish that each year for a number of years he had worked elsewhere during the entire off-seasons, this could not generally serve to prove that he should be considered to be unemployed during the farming on-season if he himself must, other than in his spare time or in a similar manner, manage his farm or be present on it to perform or supervise the performance of the essential farming operations such as tilling, seeding, hay-making, harvesting, etc. Under these conditions, in fact, he would be available during the entire on-season only intermittently and occasionally, and also for jobs of a very short duration; therefore he would be so little available that he could not be considered to be such within the meaning of the Act, that is, to be available in a reasonably regular and continuous manner.

I, therefore, consider that a farmer whose presence on his farm is absolutely required to perform or supervise the performance of the aforementioned operations is not considered as unemployed. Furthermore, I consider that ordinarily there is no way that he can take advantage of the provisions of subsection (2) of Regulation 154, because the supervision or performance of these operations under such conditions would necessitate his devoting more time than the minimum required by the said subsection.

Now the evidence establishes that the claimant in the present case had to be present on his farm to perform or supervise the performance, during the on-season, of the seeding, the hay-making and the harvesting operations. I am therefore of the opinion that he cannot be considered as unemployed within the meaning of Regulation 154 (1) as from April 5, 1959 and that he was rightly disqualified from receipt of benefit from that date.

As for the period of the off-season, that is from March 22 to April 4, 1959 inclusive, I believe that the claimant has established satisfactorily that he fulfilled the conditions of subsection (3) of the said Regulation, because the evidence on file shows that he devoted so little time to farming during that period that it did not prevent him from working full time for four months during the off-season in question.

Except for the period from March 22 to April 4, 1959, I decide to confirm the unanimous decision of the board of referees and to dismiss the appeal of the Catholic Union of Farmers of Rimouski.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 139 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 138 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	89	\$340,747.00
Post Office .....	14	183,063.05
RCMP .....	9	173,383.95

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during December

During December the sum of \$12,773.14 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 384 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Chatham Ont:* Whaling & Sons Ltd, installation of air conditioning equipment, Entomology Laboratory. *Outlook Sask:* Pedersen Construction Ltd, construction of west access road, South Saskatchewan River Project. *Prince Albert National Park Sask:* P Pidskalney & B Paulsen, construction of earthfill dam, Emma Lake Project. *Mesachie Lake B C:* W Burak & Co, construction of Forest Biology Field Laboratory, Cowichan Lake Forest Experimental Station. *Summerland B C:* Pollock & Taylor, extension to Processing Laboratory, Research Station.

### Central Mortgage and Housing Corporation

*Petawawa Ont:* Dell Construction Co Ltd, construction of 400 housing units & ground services (DND 13/58, Phase 11). *Wallaceburg Ont:* Triple 'R' Contractors, \*pumping out of septic tanks & installation of field tile.

### Department of Citizenship and Immigration

*Christian Island Indian Agency Ont:* Halliday Co Ltd, construction of three-bedroom staff residence, Christian Island RC day school. *Kwawkeulth Indian Agency B C:* McGinnis Bros, installation of fire escapes, Alert Bay IRS.

### Defence Construction (1951) Limited

*Dartmouth N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of apron floodlighting, HMCS *Shearwater*. *Greenwood N S:* New Brunswick Wire Fence Co Ltd, security fencing, armament area, RCAF Station. *Halifax N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of electrical distribution system, Willow Park. *St Johns Que:* Lemieux & Frere Inc, construction of 10-cell guard house, class 2, RCAF Station. *Valcartier Que:* Bergerville Estates Ltd, construction of RC teaching sisters' residence. *Clinton Ont:* The Ellis Don Ltd, construction of foundations for radar training tower & passageway, RCAF Station; Lincoln Iron Works Ltd, supply & erection of structural steel for radar training tower & passageway, RCAF Station. *Downsview Ont:* Carson Electric Co, improvement of existing lighting installation, RCAF Station. *Ottawa Ont:* John Inglis Co Ltd, \*supply & installation of boiler & auxiliary equipment in extension of heating plant, DRTE, Shirley Bay. *Toronto Ont:* Runnymede Steel Construction Ltd, supply & erection of structural steel & steel joists, armoury; Redfern Construction Co Ltd, construction of armoury. *Cold Lake Alta:* Conniston Construction Co Ltd, clearing, grubbing, seeding & construction of aerodrome drainage.

## Building and Maintenance

*Kingston Ont:* Gordon Barr Ltd, renovations to pumphouse & construction of new sewers, Fort Frontenac. *Petawawa Ont:* J H Turvey Electric Ltd, rewiring & relighting of drill hall (Bldg O-9). *Uplands Ont:* Becker-Joule Ltd, replacement of ashpit doors on boilers, RCAF Station.

## Department of Defence Production

*Dartmouth N S:* James F Lahey Ltd, painting with fire retardant paint hangar "B", RCN Air Station; A H Langlois, interior painting of 30 PMQs, Albro Lake Naval Radio Station. *Noranda Que:* Andre Caron Ltd, rewiring & relighting of DND Bldg. *St Johns Que:* J & E Hall (Canada) Ltd, modifications to refrigeration equipment, RCAF Station. *Camp Borden Ont:* Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of endless coal conveyer belt, RCAF Station. *Petawawa Ont:* Ernest Hammel, painting interior of bldgs in "H" Compound. *Edmonton Alta:* Haddow & Maughan Ltd, installation of control equipment in Central Heating Plant C-4, Griesbach Barracks. *Kamloops B C:* Western Builders & Contractors, excavation, construction of concrete foundation, floor slab & apron & erecting one "Butler" type rigid steel bldg, RCNAD. *Patricia Bay B C:* W R Menzies & Co Ltd, cleaning underground gas tanks, supply & installation of new pipe line, valves etc, truck loading dispenser & filter dehydrator, Marine Section.

## National Harbours Board

*Montreal Que:* Industrial Maintenance Ltd, supply & erection of traffic sign supports on Jacques Cartier Bridge. *Vancouver B C:* Howe Construction Co Ltd, construction of office bldg, Centennial Pier; British Columbia Bridge & Dredging Co Ltd, dredging, Lapointe Pier.

## Department of Northern Affairs and National Resources

*Yellowknife N W T:* Yukon Construction Co Ltd, installation of heating, ventilation, plumbing & drainage systems, Vocational Training Bldg.

## Department of Public Works

*Hermitage Nfld:* L G & M H Smith Ltd, wharf reconstruction. *Allendale N S:* B & M Comeau Construction Co Ltd, construction of wharf. *Cheggogin Point N S:* L E Powell & Co Ltd, breakwater repairs. *Gabarus N S:* Campbell & MacIsaac, groyne repairs. *Mulgrave N S:* F W Digdon & Sons Ltd, construction of wharf. *Parrsboro N S:* Colin R MacDonald Ltd, wharf reconstruction. *Pictou N S:* T C Gorman (Nova Scotia) Ltd, reconstruction of quay wall. *Short Beach N S:* Clare Industries Ltd, repairs to retaining wall. *Westport N S:* R A Douglas Ltd, wharf reconstruction & extension. *Blackville N B:* Coronet Paving Ltd, construction of post office & fisheries bldg. *Dorchester N B:* MacPherson Builders Ltd, construction of post office. *St Louis de Kent N B:* La Construction Acadienne Ltd, construction of post office. *Baie Ste Catherine Que:* L'Atelier Mecanique de la Malbaie Enrg, steel revetting of concrete wall. *Macamic Que:* Roger & Philippe Bergeron Ltd, construction of post office. *Rock Island Que:* Williams Construction Co Ltd, construction of RCMP detachment quarters. *Ste Anne de Bellevue Que:* Vermont Construction Inc, construction of new laundry, Ste Anne's Hospital. *St Godefroi Que:* A O Ramier, construction of protection works. *Three Rivers Que:* Delphis L'Heureux, rejoining & covering copings in copper, federal bldg. *Lanark Ont:* Howard S Clark, construction of post office. *North Gower Ont:* Howard S Clark, construction of post office. *Ottawa Ont:* George A Crain & Sons Ltd, construction of cafeteria bldg, Riverside Drive; Ottawa Building Maintenance Co Reg'd, redecoration of certain rooms, wash rooms & stairwells, Temporary Bldgs No 6 & No 9, Sussex St. *Port Arthur & Fort William Ont:* Speckert-Morris Ltd, additional fill & stockpile (stage 4), Lakehead Harbour. *Toronto Ont:* Canadian Dredge & Dock Co Ltd, extension to Toronto Island Airport runway. *Dominion City Man:* Steinback Lumber Yards Ltd, construction of post office. *Inglis Man:* G A Goulsbra, construction of post office. *Miami Man:* Andrew Bros Hardware, construction of post office. *Morris Man:* A W Peterson Construction Co Ltd, construction of RCMP detachment quarters. *Carnduff Sask:* Freoschl & Heisler Ltd, construction of RCMP detachment quarters. *Rouleau Sask:* Weyburn Builders & Supplies Ltd, construction of post office. *Sheho Sask:* Matheson Bros Ltd, construction of post office. *Shellbrook Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Alexis Alta:* Dell Construction Ltd, construction of two-bedroom bungalow (teacherage) & addition & alterations to two-classroom day school & staff unit. *Alix Alta:* R Holzer, construction of post office. *Beiseker Alta:* Poole Construction Co Ltd, construction of RCMP detachment

quarters. *Big Valley Alta*: G H Roberts Construction Ltd, construction of post office. *Didsbury Alta*: Bird Construction Co Ltd, construction of federal bldg. *Edmonton Alta*: Christensen & Macdonald Ltd, construction of UIC Bldg. *Two Hills Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Nakusp B C*: Mackie & Hooper Construction Co Ltd, construction of post office. *Port Alberni B C*: The Fraser River Pile Driving Co Ltd, reconstruction of assembly wharf. *Steveston B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of ice shear boom & breakwater. *Uclulet West B C*: Tom Gibson Contracting, wharf repairs. *Vancouver B C*: E H Shockley & Son Ltd, alterations to examining warehouse for Department of Public Printing & Stationery. *Victoria B C*: O Pedersen, alterations to 1st, 2nd & 3rd floors, Belmont Bldg, for Department of National Revenue, Taxation Branch. *Whitehorse Y T*: Dawson & Hall Ltd, construction of four-unit apartment bldg & federal housing for 1959-60.

### Contracts Containing the General Fair Wages Clause

*St John's Nfld*: Canadian National Railways, docking & repairs to Tug "Pugwash". *Wood Islands P E I*: The J P Porter Co Ltd, dredging. *Halifax N S*: Halifax Shipyards, Division of Dominion Steel & Coal Corporation, construction & delivery of shovel dredge. *Pictou N S*: Ferguson Industries Ltd, docking & repairs to dredge "Pownall II". *Port Hawkesbury N S*: Port Hawkesbury Marine Railway Co Ltd, repairs to Tug "Canso". *Edmundston N B*: Omer E Martin, installation of tower clock, federal bldg. *Hull Que*: Sandy Hill Hardware, interior painting, New Printing Bureau. *Joliette Que*: Maurice Gougeon, repairs to parapet, federal bldg. *Montreal Que*: B B Electric Co Ltd, lighting improvements, Customs Examining Bldg. *Arnprior Ont*: A Lanctot Construction Co, structural repairs, Civil Defence College; J C McManus & Sons, interior painting, Civil Defence College. *Oshawa Ont*: J McDonald & Son, general alterations, federal bldg. *Ottawa Ont*: A C McDonald & Sons, electrical repairs, "B" Bldg, Cartier Square; J R Statham, general alterations, Centre Block, Parliament Bldgs; A K Lippert, supply of corridor directional signs for Centre Block, Parliament Bldgs; Robert Strang, general redecorating, Centre Block, Parliament Bldgs; J G Bisson Construction & Engineering Ltd, supply & installation of new electrical fixtures, Centre Block, Parliament Bldgs; F G Bowie & Sons Ltd, electrical repairs, No 8 Temporary Bldg; Louis G Fortin, general alterations, No 8 Temporary Bldg; Shore & Horwitz Construction Co Ltd, general alterations, 30 Lydia St; Louis G Fortin, general alterations, RCMP Bldg; A McWade, renovations, Connaught Bldg; Roger E Boivin, interior painting, Mines Bldg. *North Vancouver B C*: The Burrard Dry Dock Co Ltd, construction of diesel-electrical drag-suction hopper dredge.

### St. Lawrence Seaway Authority

*Allanburg Ont*: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 11, Welland Canal. *Port Colborne Ont*: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 20, Welland Canal. *St Catharines Ont*: Schwenger Construction Ltd, modification of mitre gate sills, Welland Canal. *Welland Ont*: Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 14, Welland Canal. *near Welland Ont*: Cameron & Phin Ltd, replacement of deck on lift span, Bridge 18, Welland Canal. *Port Weller, St Catharines, Thorold & Homer Ont*: Ruliff Grass Construction Co Ltd, replacement of wire ropes on five fenders & one land rope at locks, Welland Canal. *Thorold, Merriton & St Catharines Ont*: Aiken & McLachlan Ltd, channel improvements, miscellaneous filling & grading, & closed conduit.

### Department of Transport

*Goose Bay Labrador*: E S Martin Construction Ltd, construction of nine double staff dwellings, single men's living quarters & related work, Goose Airport; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of by-pass & outfall sewers, septic tank syphon chamber & related works; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, provision of meter chamber & associated piping. *Corner Brook Nfld*: Quemar Co Ltd, construction of remote transmitter & receiver bldg. *Torbay Nfld*: Allied Construction Co Ltd, installation of lighting system, car parking area. *Halifax N S*: Halifax Shipyards, Division of Dominion Steel & Coal Corp, \*construction of double ended automobile & passenger ferry for service between Cape Tormentine N B & Borden P E I; Bryant Electric Co Ltd, installation of power & control cables for AASR, International Airport; Trynor Construction Co Ltd, clearing for control tower visibility, International Airport. *Ancienne Lorette Que*: Arno Electric Reg'd, construction of temporary boiler house, Quebec Airport. *Fox River Que*: Arthur Lafontaine, construction of double staff dwelling & related work. *Montreal Que*: The Highway Paving



Co Ltd, additional development, Airport; Chas Duranceau Ltd, resurfacing & repairs to existing airport roads & parking areas. *Riviere du Loup Que*: F Belanger & J L Guerette Enr, installation of lighting facilities, Airport. *Seven Islands Que*: F Belanger & J L Guerette Enr, construction of extension to Air Terminal Bldg. *Fort William Ont*: Harry Adelman Construction Ltd, construction of two NDB Bldgs, Lakehead. *Kenora Ont*: Heath Construction Ltd, construction of three double staff dwellings, one single staff dwelling & related work. *Malton Ont*: J A Watt & Co Ltd, primary power revisions, International Airport; York Steel Construction Ltd, supply & erection of structural steelwork, aerodrome No 1, Air Terminal Bldg, International Airport; Canadian Safety Fences, construction of guard fence, International Airport. *Windsor Ont*: Horton Steel Works Ltd, installation of steel elevated storage tank, concrete footing & vault, etc, Airport. *Saskatoon, Hague & Blucher Sask*: W C Wells Construction Co Ltd, construction of non-directional beacon bldgs at Hague & Blucher & back beam marker at Saskatoon. *Kimberley B C*: A E Jones Co Ltd, construction of single dwelling, Airport. *Sandspit B C*: Dyck Construction Co Ltd, construction of single men's quarters & related work. *Terrace B C*: Stange Construction Co Ltd, construction of emergency power house. *Vancouver B C*: Beaver Construction Co Ltd, alterations & additions to air services bldg, Airport. *Williams Lake B C*: Marpole Construction Co Ltd, construction of five double staff dwellings, one radio range bldg, one transmitter-power house & related work.

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## U.S. Social Security Payments Began 20 Years Ago

The first monthly benefit cheques issued under the United States Social Security Act were mailed out 20 years ago last December. In the 20 years that payments have been made, more than \$50 billion has been paid.

At the end of 1959, cheques were being mailed to 13,750,000 persons. Monthly payments were amounting to \$850 million.

The Act was passed in 1935 and the first benefits became payable for the month of January 1940. Since then, 21 million beneficiaries have received \$50.4 billion in benefits.

Retired workers and their dependents have received \$38.1 billion; survivors of workers who have died, \$11.6 billion; disabled workers aged 50 to 65 and their dependents, about \$750 million. Lump-sum payments to survivors have totalled \$1.2 billion.

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## Railway Board of Adjustment No. 1

(Continued from page 173)

Meaford, Creemore and return. On the return trip, with the plow not operating, the crews were required to pick up loaded freight cars at Collingwood.

On another occasion the crew had to set off the plows at Collingwood and handle a train to Glen Huron, after which it picked up more loaded cars and the plows at Collingwood to return to Allandale.

The firemen submitted claims for separate days for handling the revenue freight. The company denied the claims and paid the crews on the basis of continuous time.

The Brotherhood contended that the claims should be paid because the firemen were used in service other than that for which they were called. It cited an article in the current working agreement that states:

Firemen or helpers coming in from snow plow trip will not be required to do any switching at terminals, except to put their own train away if no yard engine is immediately available. At intermediate points enroute crews will not do any switching, except when necessary to move cars in order to plow out a track or tracks.

The company contended that the rule cited explicitly prohibits switching in specified circumstances and on none of the occasions was there a violation of the conditions mentioned. It also argued that the second part of the rule would apply only when the snowplows were in use.

It then cited a rule that provides for payment at the highest rate applicable when crews perform more than one class of road service in a day or trip, with a minimum of 100 miles for the combined service. This rule, the company contended, "clearly establishes the company's right to use firemen in more than one class of road service in a day or trip."

In its decision, the Board referred to Case No. 708 (L.G., Jan. 1959, p. 56). In view of the decision in that case, the Board ruled that the claims of the three firemen be settled on the basis of the difference between two separate straight time days and the payment already made. It also reaffirmed its earlier decision.

# Employment in Canada in 1959

(Continued from page 144)

The trade, finance and service industries continued to expand during the year.

The increase in employment, combined with a markedly lower rate of expansion in the labour force, resulted in a much lower level of unemployment. In 1959, labour demand was in approximate balance with supply in as many as 18 areas during the period of greatest activity, in September. In 1958 a balanced situation was reached in no more than 5 areas. On average, 8 areas had a substantial labour surplus in 1959 compared with 13 in 1958. In the summer months a number of occupational shortages were reported, including welders, tool makers, draughtsmen and certain types of skilled textile and construction workers.

**Ontario**—The year was marked by a strong advance in economic activity, particularly during the first six months. The chief gains were in manufacturing, in which many industries reflected the general strengthening in demand for automobile, plant equipment, farm implements and structural steel. The resulting increase in employment and income were supported by the continuing expansion of service producing industries.

Employment increased by 50,000 or 2.4 per cent in 1959, in sharp contrast to 1958, when average employment fell for the first time in the postwar period. The rise in 1959, however, was smaller than that of 1957 and less than half the increase of 1956. Increased demand for labour was reflected in a longer work-week, average hours in manufacturing for the first 10 months rising from 40.3 in 1958 to 40.8 hours.

## Employment in Ontario

January-October

(1949=100)

	1959	1958
Industrial Composite .....	121.3	119.7
Forestry .....	57.0	62.2
Mining .....	165.5	159.5
Manufacturing .....	110.5	109.3
Rubber products .....	108.2	99.7
Textile products .....	79.2	78.7
Iron and steel products .....	111.3	101.5
Transportation equipment .....	110.0	124.5
Aircraft and parts .....	273.5	520.8
Motor vehicles .....	106.0	99.2
Railroad and rolling stock equipment .....	64.0	80.5
Construction .....	133.7	134.0
Trade .....	140.2	137.0
Service .....	144.2	140.1

Employment advanced most rapidly during the early part of the year. After June the total number of persons with jobs, seasonally adjusted, fluctuated unevenly and was not much higher in December than at mid-year. In part, this appeared to be only a temporary lull, caused by the steel strike in the United States and the resulting shortage of some imported components. A more basic development, however, was the downward trend in house-building, which halted the employment expansion in construction and had a noticeable effect on the output of plumbing supplies and other construction materials.

Labour income in the region rose from an average monthly figure of \$576 million in 1958 to \$622 million in 1959 (first 10 months). This increase (8 per cent) was exceeded only in 1956 and was one percentage point greater than the 1953-58 average.

Although the trend was generally rising, manufacturing employment as a whole made rather slow progress, especially in the latter part of the year. The industries leading the recovery were in the iron and steel products group, particularly primary steel and machinery manufacturing. Motor vehicles, rubber products and other associated industries also contributed substantially to the over-all gain. It should be noted, however, that of all the principle manufacturing industry groups, only iron and steel products had a higher employment level than the previous peak in 1956. The aircraft industry employed about 12,000 workers, some 10,000 fewer than the average of the previous year. Other important industries with lagging employment included the manufacture of railway rolling stock and heavy electrical equipment.

Forestry employment was down from the two previous years, mainly because of the low level of pulp cutting in the spring. Beginning in October the demand for pulp cutters showed a substantial improvement. Although final figures are not yet available, reports from most northern areas of the province indicate that the volume of work in pulpcutting camps this winter has been much higher than during the past two winters.

Mining held up at about the same level as in 1958, although the completion of development work on new uranium mines resulted in some decrease towards the end of the year. The average employment level was 10 per cent higher than 1957 and 19 per cent higher than 1956. Most of this increase resulted from the heavy manpower

requirements in 1959 in uranium. The outlook for uranium producers was dimmed by prospective declines in exports to the United States, although at the year-end substantial layoffs were not anticipated for some time.

Construction employment was at about the same average level as in 1958. As in other regions, the volume of new housing declined steeply in the early months of the year and recovered partially in the fall as a result of the direct lending program of CMHC. New units started in urban centres totalled about 40,000 for the year, 16 per cent fewer than in 1958. Non-residential construction was generally more active than last year. This was particularly true of road and highway construction, which employed about 10 per cent more workers than in 1958. Commercial and institutional building also advanced moderately during the year.

Unemployment in the region declined from last year's level but was still high in comparison with any other year. The number of persons without jobs and seeking work averaged 4.2 per cent of the labour force compared with 5.0 per cent in 1958 and 3.1 per cent in 1957. The improvement was reflected at the local level: of the 34 markets in the region, as many as 27 had a balanced labour-demand situation at the height of activity last fall, as opposed to only 21 in 1958. A heavy demand for workers in skilled and professional occupations was reported fairly frequently, although these labour shortages did not persist for any great length of time. During the low period of activity between January and March 1959, the number of areas with a substantial surplus of labour did not exceed 18, compared with 22 in the same period of 1958.

**Prairie**—Aside from seasonal movements, employment in the Prairie region was relatively stable in the latter part of 1959, following a sharp rise early in the year. The gain took place entirely in non-agricultural industries, where 1959 employment averaged 6.3 per cent above the 1958 level. In agriculture the long-term employment decline continued, the number working on farms showing a drop of 4.1 per cent from the previous year. Total employment registered a 3.2 per cent gain from 1958 and labour income increased by about 9 per cent. The strengthening employment situation brought about a drop of almost 20 per cent in the number of persons without jobs and seeking work.

All major non-agricultural industries participated in the employment advance. A large year-to-year gain occurred in construction employment, amounting to almost

20 per cent near the end of the first quarter of 1959 and roughly 10 per cent through the summer and fall. Commercial building was up from 1958 during the entire year, but housebuilding fell from year-earlier levels after the first quarter. Housing starts were 7 per cent fewer in the first 11 months than in the same period of 1958. Large construction projects underway in the region included the South Saskatchewan River Dam and mining and hydro developments at Thompson and Kelsey in northern Manitoba.

The employment expansion in manufacturing that was interrupted in 1958 was resumed in 1959; the value of factory shipments in the first 10 months went up by 8 per cent from the corresponding period in 1958. By late 1959 the number working in the industry was about 5 per cent higher than a year earlier and well above the 1957 level. Manufacturers of iron and steel products, especially suppliers for industries participating in the exploitation of the primary resources of the region, showed the most notable expansion in employment. Steel mills and pipe manufacturing plants under construction in Saskatchewan and Alberta, which will come into production during the year, highlighted the expansion of the manufacturing industry.

Reflecting the increase in labour and other income, trade and services both employed more than 5 per cent more personnel in 1959 than in 1958. Retail sales in Manitoba, Saskatchewan and Alberta rose 8.4 per cent, 3.8 per cent, and 4.9 per cent, respectively, in the first 11 months of 1959 compared with the same period in 1958. Sales of farm equipment rose 30 per cent above the 1958 level.

Production of minerals rose in value by 6.0 per cent from 1958. The declines of the past few years in coal mining were largely checked by exports to Japan and increased utilization of lignite in southeastern Saskatchewan. Although little effect on employment was evident, except in associated industries, crude oil production in the first nine months went up from the same period in 1958 by more than 12 per cent and natural gas production increased by 40 per cent. Both demand and prices for zinc and copper were more firm in 1959, and nearly twice as much iron ore was mined and shipped from the Steep Rock mining area west of Lake Superior. The potash mine near Saskatoon was in production but it was found necessary to suspend operations late in the year for repairs.

Modest employment increases occurred both in transportation, including storage and communication, and in establishments



providing financial, real estate, and insurance services for the region. The work force in the forestry industry, both in northern Alberta and in the Lake Superior area, expanded in response to improved demand for lumber and pulp and paper.

Prairie farmers experienced a difficult year. Drought conditions early in the season were followed by excess precipitation at harvest time so that some of the crop, which was heavier than the long-term average but lighter than the average for the past 10 years, remained unharvested when winter set in. Early estimates of cash income indicated a decline of about 4 per cent from 1958. Most of this decline occurred in the fourth quarter and was greatest in Saskatchewan, where it amounted to 6 per cent for the year. Cash income was at a higher level than in 1957, however.

**Pacific**—Improved levels of economic activity in 1959 in the Pacific region raised average non-agricultural employment 4.3 per cent from 1958. This was considerably higher than the 3.5-per-cent increase for Canada as a whole. The number working on farms remained fairly constant. Labour income rose about 8 per cent and the number of jobless dropped by one-quarter from the year before. The year-to-year growth of 2.4 per cent in the labour force was smaller than that of the previous year but larger than the Canadian average. A temporary slowdown in employment occurred in late summer as a result of a strike of 27,000 logging and sawmill workers on the coast and on Vancouver Island.

A strong demand for pulp and paper from export markets throughout the year and a high rate of lumber production in the first half lent strength to the economy of the region. The increase in the value of pulp and paper production from 1958 was estimated at 13 per cent; plywood production was about equal in both years. Although lumber production was disrupted by the woodworkers' strike, the strike coincided roughly with the period of greatest fire hazard when woods operations are frequently closed down, so that lumber production for the year as a whole was down only moderately from the 1958 total.

Manufacturers supplying the forestry industry benefited from the high levels of activity in the woods. Weaknesses persisted throughout the year in shipbuilding but improvement in food-processing, along with the substantial increase in wood-using manufactures, raised the value of total factory

shipments in the first 10 months to 3.5 per cent above the same period in 1958. Employment in manufacturing varied from about 2 to 5 per cent higher than a year earlier, in the months not affected by the woodworkers' strike. Employment in transportation fluctuated with the changes in lumber production and averaged somewhat lower for 1959 than for 1958.

A heavy schedule of industrial and commercial building maintained construction employment roughly 10 per cent above the year-earlier levels after the first few months of 1959, in spite of a drop in housebuilding. Housing starts in the first 11 months in centres of 5,000 population and over were down about 20 per cent from the same period in 1958.

The value of minerals produced moved ahead 4.1 per cent from 1958; iron, nickel, copper, and silver mining made gains. Industrial material also shared in the increase but both gold and coal production declined by roughly 10 per cent. The petroleum industry experienced a large expansion in exploration and development activity, especially in the north, following a very encouraging discovery in the summer. By year-end, the number of drilling rigs in operation was one-third higher than a year earlier and geological crews in the field were about three times as numerous. Employment in minerals was relatively stable throughout 1959 compared with an almost continuous decline throughout 1958. After mid-year in 1959, the employment level was higher than a year earlier although still well below 1957.

In the first 11 months retail sales were 4 per cent ahead of the corresponding period of 1958, resulting in an improvement of about 3 per cent in trade employment from the year-earlier levels. The numbers engaged in finance, real estate, and insurance establishments also gained 3 to 5 per cent from the equivalent months of 1958. Only a slight gain was registered by the services industry from the year before, chiefly because of inclement weather in the tourist season.

Both employment and cash income in agriculture were virtually unchanged from 1958. The landed value of fish caught in the initial 11 months of 1959 was reduced by about one-third from the same period of 1958 as a result of the change from a peak to an off-year in the 4-year sockeye salmon run. The salmon catch was further reduced by a two-week strike at the height of the season.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, January 1960

The consumer price index (1949=100) declined 0.3 per cent from 127.9 to 127.5 between December 1959 and January 1960.\* The latest index is 1.1 per cent above the January 1959 index of 126.1.

The drop in the total index resulted from a lower food index combined with the effects of January sales in clothing and homefurnishings. Shelter was up fractionally while the other commodities and services component was unchanged.

The food index declined 0.7 per cent from 122.4 to 121.6 to stand below the January 1959 index of 122.3. Egg prices recorded a further substantial decrease of 6 cents per dozen; grade "A" large averaged 42 cents. Oranges, orange juice, and lettuce were lower and beef and pork prices also eased slightly. Chicken and lamb were higher, fresh vegetables recorded seasonal price increases and canned vegetables registered slight advances.

The clothing index decreased 1.1 per cent from 111.4 to 110.2 as traditional January sales were in evidence on a wide range of men's, women's and children's wear as well as some items of footwear. Sale prices particularly affected women's fur and cloth coats, men's overcoats, and women's over-shoes.

The shelter index moved from 142.7 to 142.8, a fractional increase of 0.1 per cent. Rents were unchanged, but the home-ownership component was up.

The household operation index, also reflecting January sales in appliances, furniture and textiles, declined 0.3 per cent from 123.7 to 123.3. Some utensils and equipment and household supplies were higher.

The other commodities and services index was unchanged at 136.9 as somewhat lower prices for new passenger cars and gasoline were offset by rates which averaged higher for hospitals and newspapers.

Group indexes for January 1959 were: food 122.3, shelter 140.2, clothing 109.2, household operation 121.8, and other commodities and services 133.4.

## City Consumer Price Indexes, December 1959

Eight of the ten regional consumer price indexes (1949=100) were lower between November and December 1959. Decreases ranged from 0.1 per cent in Saint John to 0.5 per cent in Saskatoon-Regina and Edmonton-Calgary; indexes in both St. John's and Montreal were unchanged.\*

Decreases in foods were mainly responsible for changes in the total indexes. Food indexes were lower in all ten cities, with declines ranging from a fractional 0.1 per cent in St. John's to 2.0 per cent in Saskatoon-Regina. Shelter indexes rose in seven cities, were unchanged in two and declined in the other. Clothing indexes showed mixed results: five regional city indexes were up, three declined and two remained unchanged. Household operation indexes were higher in seven cities, lower in one and unchanged in the remaining two centres. Other commodities and services indexes were higher in four cities, unchanged in six.

Regional consumer price index point changes between November and December were as follows: Saskatoon-Regina -0.6 to 124.0; Edmonton-Calgary -0.6 to 124.1; Halifax -0.4 to 127.3; Toronto -0.4 to 130.1; Ottawa -0.3 to 128.3; Winnipeg -0.3 to 125.4; Vancouver -0.2 to 129.6; Saint John -0.1 to 129.1. St. John's and Montreal remained unchanged at 114.6† and 128.7 respectively.

## Wholesale Price Index, December 1959

Canada's general wholesale price index (1935-39=100) eased 0.2 per cent between November and December 1959 to 229.8 from 230.3. It was the first time since 1952 that the December index has been below the November level. The index for December 1958 stood at 229.3.

Four of the major group indexes decreased, three increased, and one, the iron products group, was unchanged at 255.8.

The animal products group index declined for the third consecutive month, to 247.4 from 250.4; the September-December decline in this index was 4.3 per cent. The non-ferrous metals group index moved down

\*See Table F-2 at back of book.

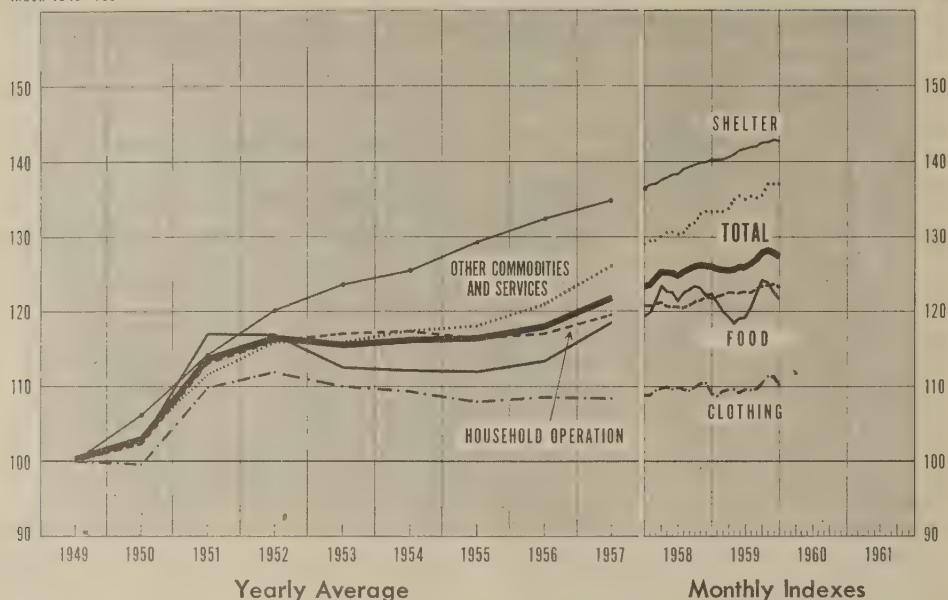
†On base June 1951=100.

\* See Table F-1 at back of book.

## CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



to 175.8 from 177.4 (the first month-to-month drop since July 1959). The indexes for the wood products and non-metallic minerals groups eased to 303.9 from 304.0 and to 185.9 from 186.0, respectively.

The vegetable products group index rose between November and December to 200.2 from 199.5, the textile products group index increased to 228.2 from 227.6, and the chemical products group index edged up to 188.1 from 188.0.

### U.S. Consumer Price Index, December 1959

The United States consumer price index (1947-49=100) dropped 0.1 per cent between mid-November and mid-December, from 125.6 to return to the October figure of 125.5.

The December 1959 index was 1.5 per cent higher than at the close of the previous year. The 1959 average, however, was only

0.9 per cent higher than the 1958 average. The difference between the averages is smaller than the difference between the year-end figures because prices were stable during most of 1958 but rose gradually in 1959.

### U.K. Index of Retail Prices, November 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose between mid-October and mid-November 1959 for the first time since November 1958. During the month it rose from 109.2 to 110.0, mainly because of increases, largely seasonal, in coal, eggs and butter, and in transportation fares.

The index had moved narrowly between 110.2 and 110.4 between December 1958 and March 1959, and between 109.3 and 108.7 in the period May to September.

## Norway Appoints Council to Propose Ways to Implement Equal Pay

Following ratification on September 24, 1959 by the Government of Norway of the ILO Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, the Norwegian Government has appointed a five-member council to recommend methods of implementing the decision. The Council consists of two representatives from management, two from labour and one neutral member.

The equal pay Convention has now received 31 ratifications.



# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 136.

### Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. 8th ed. Prepared by the Economics and Research Branch, Department of Labour in consultation with the Department of Citizenship and Immigration. Ottawa, Queen's Printer, 1959. Pp. 78.

2. GERMANY (FEDERAL REPUBLIC, 1949) FEDERAL STATISTICAL OFFICE. *Survey of German Federal Statistics, 1958*. Stuttgart, W. Kohlhammer, 1959. Pp. 128.

3. NEW YORK (STATE). STATE LABOR RELATIONS BOARD. *Twenty-second Annual Analysis of Decisions for the Year ended December 31, 1958*. New York, 1959. Pp. 109.

4. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report for the Year ended 31st December, 1958*. Pretoria, Government Printer, 1959. Pp. 18.

5. U.S. OFFICE OF CIVIL AND DEFENSE MOBILIZATION. *Stockpile Report to the Congress. January-June 1959*. Washington, 1959. Pp. 16.

### Congresses and Conventions

6. CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS. *Report of Proceedings of the Twenty-fourth Convention, held in Vancouver, British Columbia, September 22 to 26, Inclusive, 1958*. Ottawa, 1958. Pp. 130.

7. CONFEDERATION GENERALE DU TRAVAIL. FORCE OUVRIERE. *Compte rendu sténographique des débats du 6<sup>e</sup> congrès confédérale, Paris, 15, 16, 17 et 18 Avril 1959*. Paris, 1959. Pp. 339.

8. CONFERENCE OF REPRESENTATIVES OF TRADE UNIONS CATERING FOR WOMEN WORKERS. *Report of the 29th Annual Conference... Lytham St. Anne's, Lancashire, April 24 and 25, 1959*. London, 1959. Pp. 46.

### Education

9. HOLDEN, JOHN BERNARD. *Adult Education Services of State Departments of Education*. Washington, U.S. Dept. of Health, Education, and Welfare, Office of Education, 1959. Pp. 48.

10. NEWFOUNDLAND. DEPARTMENT OF EDUCATION. *A Report of the Conference on Education held November 3-7, 1958*. [St. John's, 1959?] P. 72.

The Conference had the following agenda: Public Examinations; Diversification of Curriculum; Adult Education; Teacher Education; Emergence of Regional and Central High Schools; and, Equalization of Educational Opportunity.

### Electronic Data Processing

11. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Management's Role in Electric Data Processing*, by Carl G. Baumes and Norman E. Pflomm. New York, 1959. Pp. 64.

Based on the experience of 114 companies. Explains (1) why management should decide whether computing machines are necessary in the company; (2) management's role once the machines are installed; (3) the assignment of planning responsibility for the computers; (4) how proposed programs are evaluated; (5) whether to rent or purchase equipment; (6) how to measure results; and, (7) how companies have fared with computers.

12. UNITED NATIONS. STATISTICAL OFFICE. *Manual Methods and Tools for Data Processing*. (Provisional ed.) Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 55.

13. UNITED NATIONS. STATISTICAL OFFICE. *Punch Card Sorting*. (Provisional ed.) Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 29.

14. UNITED NATIONS. STATISTICAL OFFICE. *Scope and Principal Methods of Data Processing*. (Provisional ed.) Prepared jointly by Statistical Office of the United Nations and Statistics Branch, Food and Agriculture Organization of the United Nations. Rome, FAO, 1957. Pp. 33.

### Industrial Relations

15. LEITER, ROBERT DAVID. *Labor Economics and Industrial Relations*. 2d ed. New York, Barnes & Noble, 1958. Pp. 320.

The five parts of this book are: Problems of Labor Economics. Labor Organization. Collective Bargaining. Labour Disputes. Social Security.

16. REYNOLDS, LLOYD GEORGE. *Labor Economics and Labor Relations*. 3d ed. Englewood Cliffs, N.J., Prentice-Hall, 1959. Pp. 568.

Among the topics discussed are collective bargaining, the union contract, wages and hours of labour, the labour market, national income, productivity, labour unions, and wage determination. Intended as a text book for a labour course.

17. SPIRO, HERBERT JOHN. *The Politics of German Codetermination*. Cambridge, Harvard University Press, 1958. Pp. 180.

Codetermination means granting a large share in the management of industrial firms to organized labour. Discusses the role of politics in codetermination in the Federal German Republic.

18. WHYTE, WILLIAM FOOTE. *Man and Organization; Three Problems in Human Relations in Industry*. Homewood, Ill., R. D. Irwin, 1959. Pp. 103.

The author deals with a philosophical, a theoretical and a practical problem in human relations, each one related to the other.

### Industry—Location

The following four pamphlets were published by the Alberta Industrial Development Branch in Edmonton in 1959.

19. *Survey of Didsbury*. Rev. 1959. Pp. 16.

20. *Survey of Smoky Lake*. Rev. 1959. Pp. 11.

21. *Survey of Stettler*. Rev. 1959. Pp. 18.

22. *Survey of Valleyview*. Rev. 1959. Pp. 11.

### Labour Bureaus

23. U.S. CONGRESS. HOUSE. COMMITTEE ON APPROPRIATIONS. *Departments of Labor, and Health, Education, and Welfare, Appropriations for 1960: Dept. of Labor and others. Hearings before the Subcommittee of the Committee on Appropriations, House of Representatives, Eighty-sixth Congress, First Session . . .* Washington, GPO, 1959. Pp. 419.

24. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor*. Washington, GPO, 1959. Pp. 37.

An up-to-date account of the activities of the various bureaus and divisions of the Department of Labor.

### Labour Laws and Legislation

25. DITTMAR, WILLIAM ROBERT. *State Workmen's Compensation Laws; Law for the Workman*. 2d ed. completely rev. and rewritten by the Publisher's Editorial Staff. New York, Oceana Publications, 1959. Pp. 93.

Provides the latest information about workmen's compensation in American states.

26. JAPAN. LAWS, STATUTES, ETC. *Japan Labor Legislation*, 1959. Tokyo, 1959. Pp. 605.

27. PETRO, SYLVESTER. *The Labor Policy of the Free Society*. New York, Ronald Press, 1957. Pp. 339.

Among other things, the author discusses the principal features of present labour laws and policies and proposes certain changes in the law.

### Labouring Classes

28. GALENSON, WALTER, ed. *Labor and Economic Development*. One of a Series of Books from the Research Program of the Institute of Industrial Relations, University of California. New York, Wiley, 1959. Pp. 304.

Deals with the evolution of the labour movement in the British West Indies, Egypt, French West Africa, India and Japan.

29. GIRI, V. V. *Labour Problems in Indian Industry*. 2d ed. rev. and enl. London, Asia Publishing House, 1959. Pp. 520.

The author was Minister of Labour in the Government of India from 1952 to 1954. He discusses labour organization, industrial relations, labour legislation, national wage policies, industrial housing, child labour, conditions of women workers, agricultural labour, etc.

30. INTERNATIONAL LABOUR OFFICE. *Labour Costs in European Industry*. Geneva, 1959. Pp. 170.

Based on an analysis of data on eight industries in eight countries for the year 1955, and in two countries for the year 1956.

31. INTERNATIONAL LABOUR OFFICE. *The Protection of Workers against Ionising Radiation*. Fourth item on the agenda. Geneva, 1959. Pp. 34.

At head of title: Report 4 (1). International Labour Conference, 44th session, 1960.

32. RAYBACK, JOSEPH GEORGE. *A History of American Labor*. New York, Macmillan, 1959. Pp. 459.

Covers the period from Colonial times up to the end of 1957.

33. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook for Technicians; a Report on Technicians Who work with Engineers and Physical Scientists*. Washington, Veterans Administration, 1958. Pp. 28.

Describes the types of work done by technicians and the fields in which they are employed. Tells how one becomes a technician and gives employment prospects and information about earnings.

### Mental Health

34. MEYER, HENRY JOSEPH. *An Experiment in Mental Patient Rehabilitation: evaluating a Social Agency Program*, by Henry J. Meyer and Edgar F. Borgatta. New York, Russell Sage Foundation, 1959. Pp. 114.

The Altro Health and Rehabilitation Services, Inc. operate a sheltered workshop in New York City for handicapped people. This book describes Altro's program for rehabilitating some mentally ill patients referred to it by mental hospitals.

35. U.S. CHILDREN'S BUREAU. *Some Guide Lines for Evaluative Research assessing Psycho-Social Change in Individuals*. Washington, GPO, 1959. Pp. 117.

### Women—Employment

36. HUGHES, EVERETT CHERRINGTON. *Twenty Thousand Nurses tell their Story; a Report on Studies of Nursing Functions sponsored by the American Nurses' Association*, by Everett C. Hughes, Helen MacGill Hughes and Irwin Deutscher. With a foreword by Agnes Ohlson. Philadelphia, Lip-pincott, 1958. Pp. 280.

A report on nursing as a profession.

37. INDIA. PLANNING COMMISSION. *Women in Employment (1901-1956)*. A joint study by Labour Bureau, Simla and Labour & Employment Division, Planning Commission. New Delhi, 1958. 1 volume (various pagings).

### Miscellaneous

38. ANGLO-NEWFOUNDLAND DEVELOP-MENT COMPANY LTD. *Turmoil in the Woods; a Report on the Dispute between the Inter-national Woodworkers of America and the*

*Anglo-Newfoundland Development Com-pany Limited*. Grand Falls, Newf., 1959. Pp. 31.

39. DAWSON, ROBERT MACGREGOR. *Wil-liam Lyon Mackenzie King, a Political Biography. Volume 1, 1874-1923*. Toronto, University of Toronto, 1958. P. 521.

Covers the period from Mackenzie King's birth in 1874 up to the Imperial Conference of 1923. This is the first of a projected three-volume official biography.

40. SHACKLE, GEORGE LENNOX SHARMAN. *Economics for Pleasure*. Cambridge, Cam-bridge University Press, 1959. Pp. 269.

Contains eight sections, each with five chap-ters. Each chapter presents a familiar situation with a comment on it. The eight sections are: Value. Production. Income. Distribution. Em-ployment. Finance. Government. Trade.

41. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Inter-national Flow of Private Capital, 1956-1958*. New York, United Nations, 1959. Pp. 107.

42. U.S. BUREAU OF LABOR STATISTICS. *Retail Prices of Food, 1957-58; Indexes and Average Prices*. Washington, GPO, 1959. Pp. 37.

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## Demand for University Graduates Continues, NES Bulletin Reports

A continuing and increasing demand for university graduates in Canada is indicated in the 1959 *Bulletin on the Supply and Demand Situation in Regard to University Graduates* issued by The National Employ-ment Service of the Unemployment Insur-ance Commission.

Since 1952, the bulletin states, registra-tions at universities have been increasing each year. In 1958 total registrations were about 94,000 and it was expected that in 1959 they would be somewhat more than 100,000.

The University of Toronto expects to have 23,000 students register in 1968, an increase of 64 per cent in less than 10 years.

At the end of the 1958-59 fiscal year the federal Government, through the Civil Service Commission, reported requirements for some 600 graduates for continuing jobs and 1,200 undergraduates for summer work.

More applications were received for those jobs, both absolutely and proportionately, than at any time since the Second World War.

Approximately 900 persons wrote the general examination for university graduates, which provides a good indication of the competition for the available positions.

In addition, 600 graduating students in civil, electrical and mechanical engineering wrote the qualifying examinations for jobs in those categories despite the fact it was the first year in which written examinations were held by the Commission.

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*Where You Stand Under The Labor Reform Law*, a simplified explanation of the United States Labor-Management Report-ing and Disclosure Act, 1959, prepared by the Bureau of National Affairs, Inc., Wash-ington 7, D.C., has been designed for distribution to employees.

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## U.K. Factories Act (Continued from page 186)

The sections of the Act which do not become effective on either of the foregoing dates will be brought into force as soon as practicable. Most of these concern the extensive safety provisions relating to fire. Other matters involve painting of premises, washing facilities, first aid and railway running sheds.

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## CORRECTION

In Decision CUB 1682, published in the December 1959 issue, the word within quotation marks in the top line of the second column on page 1328 is incorrect. Instead of "inapplicable" it should be "inappreciable".



# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 14, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,247	115	437	1,762	2,308	1,064	561
Agricultural.....	648	*	51	141	168	265	21
Non-Agricultural.....	5,599	113	386	1,621	2,140	799	540
Males.....	4,661	93	336	1,324	1,684	803	421
Agricultural.....	607	*	48	134	158	245	20
Non-Agricultural.....	4,054	91	288	1,190	1,526	558	401
Females.....	1,586	22	101	438	624	261	140
Agricultural.....	41	*	*	*	10	20	*
Non-Agricultural.....	1,545	22	98	431	614	241	139
All Ages.....	6,247	115	437	1,762	2,308	1,064	561
14—19 years.....	579	14	46	210	187	88	34
20—24 years.....	778	19	55	252	259	129	64
25—44 years.....	2,903	53	183	814	1,093	490	270
45—64 years.....	1,765	26	131	442	679	314	173
65 years and over.....	222	*	22	44	90	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,951	100	414	1,665	2,212	1,032	528
Males.....	4,406	78	316	1,241	1,602	775	394
Females.....	1,545	22	98	424	610	257	134
Agricultural.....	637	*	49	137	165	264	20
Non-Agricultural.....	5,314	98	365	1,528	2,047	768	508
Paid Workers.....	4,842	86	328	1,384	1,883	710	451
Males.....	3,444	67	244	996	1,320	487	330
Females.....	1,398	19	84	388	563	223	121
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	296	15 <sup>(1)</sup>	23	97	96	32	33
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,398	157	466	1,529	1,788	933	525
Males.....	1,145	50	107	301	340	215	132
Females.....	4,253	107	359	1,228	1,448	718	393

\*Less than 10,000.

<sup>(1)</sup> The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended November 14, 1959		Week Ended October 17, 1959		Week Ended November 15, 1958	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	323	305	260	250	387	372
Without Jobs.....	296	280	237	228	361	348
Under 1 month.....	129	—	90	—	120	—
1—3 months.....	104	—	87	—	143	—
4—6 months.....	32	—	23	—	48	—
7—12 months.....	18	—	23	—	33	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	10	—	*	—
Worked.....	27	25	23	22	26	24
1—14 hours.....	11	10	*	*	*	*
15—34 hours.....	16	15	17	16	18	17

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

**TABLE B-1—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>3</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
1954—Total.....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total.....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total.....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total.....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total.....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5	367.8	75.3	626.0	1,220.5	191.7	1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,218.2	195.2	1,520.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,554.2
Oct.....	47.0	434.9	150.8	.....	.....	.....	.....	.....	.....	1,550.2
Nov.†.....	47.2	421.3	148.0	.....	.....	.....	.....	.....	.....	1,516.3

<sup>1</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup> Includes post office wages and salaries.

<sup>3</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

\* Revised.

† Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October, 1959 employers in the principal non-agricultural industries reported a total employment of 2,858,672. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-4 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
October.....	120.1	199.5	165.6	71.13	110.1	185.0	168.8	73.36
November.....	119.2	199.4	166.7	71.80	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October*.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November†.....	121.8	211.7	172.9	74.28	110.7	195.5	174.8	76.86

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-5 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.



TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
				\$	\$	\$
Provinces						
Newfoundland.....	140.8	144.8	130.1	64.54	63.45	61.97
Prince Edward Island.....	138.7	145.5	129.4	55.24	55.39	50.41
Nova Scotia.....	100.2	99.9	100.0	61.70	61.28	57.90
New Brunswick.....	104.0	106.2	100.3	60.86	61.10	58.37
Quebec.....	123.9	124.9	120.7	71.85	71.19	68.23
Ontario.....	124.9	125.6	119.3	77.49	77.50	73.85
Manitoba.....	116.4	118.0	111.8	71.05	71.24	67.88
Saskatchewan.....	135.1	137.9	132.8	71.55	71.50	68.57
Alberta (including Northwest Territories).....	160.3	165.0	154.9	76.71	76.07	74.20
British Columbia (including Yukon).....	120.9	122.9	118.4	82.03	80.54	78.08
Canada.....	124.4	125.6	120.1	74.67	74.30	71.13
Urban Areas						
St. John's.....	144.7	152.5	133.4	52.81	52.34	51.48
Sydney.....	93.1	92.6	91.8	75.56	75.13	72.21
Halifax.....	116.0	116.3	115.8	60.45	59.92	57.22
Moncton.....	104.3	104.2	103.0	57.78	58.16	54.67
Saint John.....	100.1	100.1	95.0	57.86	58.83	55.91
Chicoutimi-Jonquiere.....	116.5	116.0	—	88.93	86.42	—
Quebec.....	113.6	115.1	110.9	63.31	62.53	58.39
Sherbrooke.....	103.4	103.9	100.5	60.17	59.91	58.45
Shawinigan.....	105.6	105.9	99.9	81.40	80.68	77.08
Three Rivers.....	123.0	124.9	116.8	68.40	68.67	66.08
Drummondville.....	78.2	78.4	77.7	60.49	60.30	59.84
Montreal.....	127.2	127.0	123.6	73.59	73.13	69.84
Ottawa—Hull.....	130.0	130.2	125.4	68.63	69.08	65.55
Kingston.....	111.5	111.4	111.0	71.20	70.82	68.92
Peterborough.....	101.8	102.3	98.7	83.98	83.13	78.07
Oshawa.....	179.6	177.3	166.2	84.93	86.60	75.47
Toronto.....	134.7	134.3	132.0	77.26	77.36	74.87
Hamilton.....	116.2	116.4	96.6	83.54	83.35	76.03
St. Catharines.....	116.2	116.9	106.1	84.49	84.30	78.30
Niagara Falls.....	101.8	112.4	104.9	76.58	74.73	76.11
Brantford.....	91.4	91.4	89.5	70.90	70.04	68.99
Guelph.....	129.1	129.8	121.8	69.60	69.88	68.08
Galt.....	113.6	116.2	111.8	67.64	67.44	64.04
Kitchener.....	127.0	126.5	118.7	71.55	71.27	67.84
Sudbury.....	141.5	141.8	48.2	87.28	85.99	80.71
Timmins.....	96.6	95.0	93.6	66.66	66.50	63.50
London.....	128.1	126.2	123.3	70.79	70.99	68.04
Sarnia.....	128.1	126.8	124.8	95.86	94.31	90.67
Windsor.....	82.1	80.9	78.2	86.78	87.97	78.58
Sault Ste. Marie.....	155.3	155.9	148.8	96.32	95.81	89.36
Ft. William—Pt. Arthur.....	113.7	114.8	115.1	76.75	75.71	72.73
Winnipeg.....	115.6	115.9	110.7	67.60	67.86	64.77
Regina.....	134.5	135.4	128.7	67.76	67.95	64.59
Saskatoon.....	145.5	145.1	138.1	67.63	66.89	65.59
Edmonton.....	196.1	198.8	187.6	71.50	71.13	69.51
Calgary.....	176.2	177.8	165.3	72.29	71.49	68.47
Vancouver.....	119.4	121.0	117.3	80.27	79.22	76.72
Victoria.....	115.8	120.2	117.9	72.46	70.72	69.66

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
<b>Mining</b> .....	<b>124.9</b>	<b>125.8</b>	<b>118.2</b>	<b>91.79</b>	<b>91.27</b>	<b>87.95</b>
Metal mining.....	141.7	142.7	126.0	93.38	93.37	90.87
Gold.....	73.9	74.0	75.1	74.55	74.46	73.52
Other metal.....	204.9	206.7	173.5	99.71	99.68	97.88
Fuels.....	94.7	93.6	101.3	92.40	91.98	86.98
Coal.....	51.7	51.1	57.5	74.50	72.81	70.98
Oil and natural gas.....	279.6	276.4	272.7	106.67	107.23	100.19
Non-metal.....	137.6	143.4	132.7	83.19	80.46	77.58
<b>Manufacturing</b> .....	<b>113.9</b>	<b>115.3</b>	<b>110.1</b>	<b>77.10</b>	<b>76.43</b>	<b>73.36</b>
Durable goods.....	119.1	119.4	112.4	83.41	82.97	78.87
Non-durable goods.....	109.5	111.8	108.2	71.31	70.54	68.47
Food and beverages.....	120.8	126.6	119.5	67.76	65.65	64.71
Meat products.....	143.1	144.5	137.0	79.26	79.17	75.16
Canned and preserved fruits and vegetables.....	126.2	74.3	119.9	53.36	48.34	52.08
Grain mill products.....	104.7	106.0	106.7	75.84	73.61	73.40
Bread and other bakery products.....	111.1	110.9	110.6	65.96	66.17	64.24
Distilled and malt liquors.....	113.5	110.6	112.6	89.53	87.58	84.46
Tobacco and tobacco products.....	84.8	84.4	89.6	76.36	75.61	70.08
Rubber products.....	109.9	110.5	101.0	81.18	80.78	76.88
Leather products.....	87.5	88.9	86.4	51.56	51.33	49.70
Boots and shoes (except rubber).....	92.5	94.6	90.9	48.92	49.19	46.37
Textile products (except clothing).....	77.8	80.0	79.2	62.11	61.45	59.53
Cotton yarn and broad woven goods.....	65.5	72.6	76.2	58.70	57.25	54.14
Woolen goods.....	64.7	64.8	59.9	58.23	57.93	56.80
Synthetic textiles and silk.....	83.3	83.2	80.8	68.79	68.00	66.80
Clothing (textile and fur).....	94.1	95.8	92.9	48.26	49.08	47.12
Men's clothing.....	94.2	95.6	93.3	47.14	48.25	45.65
Women's clothing.....	98.2	102.5	99.3	49.10	50.98	48.02
Knit goods.....	80.0	80.2	77.9	47.83	47.09	47.21
Wood products.....	108.8	111.6	106.8	67.67	66.76	64.51
Saw and planing mills.....	110.2	114.3	109.1	69.87	68.59	66.41
Furniture.....	116.1	116.7	113.1	65.76	65.62	63.15
Other wood products.....	88.8	89.5	84.5	59.58	58.64	56.52
Paper products.....	125.1	127.2	123.6	89.09	88.35	85.20
Pulp and paper mills.....	125.8	128.0	122.7	95.63	94.46	91.18
Other paper products.....	123.5	125.2	125.7	72.37	72.65	70.90
Printing, publishing and allied industries.....	123.8	123.3	119.6	83.42	83.82	79.67
Iron and steel products.....	113.6	112.7	98.8	88.62	87.98	82.89
Agricultural implements.....	78.6	75.6	60.7	84.75	85.69	81.84
Fabricated and structural steel.....	160.5	168.6	161.0	87.55	87.05	84.47
Hardware and tools.....	103.3	103.6	94.3	79.54	79.57	75.02
Heating and cooking appliances.....	114.4	115.7	103.8	76.83	77.52	74.35
Iron castings.....	103.3	101.3	94.8	85.41	85.22	81.46
Machinery Industrial machinery.....	120.7	119.8	108.1	84.57	84.40	79.68
Primary iron and steel.....	126.0	124.9	85.3	104.37	100.60	95.95
Sheet metal products.....	114.8	117.1	105.3	86.63	88.23	80.83
Wire and wire products.....	121.5	121.0	109.7	89.98	89.21	83.63
Transportation equipment.....	113.4	112.6	119.2	87.45	87.79	81.28
Aircraft and parts.....	250.1	252.6	360.2	92.33	89.92	88.37
Motor vehicles.....	112.7	109.2	102.0	96.85	100.83	86.10
Motor vehicles parts and accessories.....	109.6	109.8	100.1	84.59	85.29	78.66
Railroad and rolling stock equipment.....	71.1	69.6	69.0	79.50	79.40	72.61
Shipbuilding and repairing.....	124.5	127.1	122.9	80.50	79.85	74.20
Non-ferrous metal products.....	129.3	130.5	109.0	87.14	86.44	86.05
Aluminum products.....	149.8	148.7	135.1	83.98	82.70	82.22
Brass and copper products.....	110.0	111.5	106.6	80.64	83.23	80.80
Smelting and refining.....	144.7	145.1	107.7	95.44	94.54	96.56
Electrical apparatus and supplies.....	140.7	140.6	135.9	82.44	82.41	79.45
Heavy electrical machinery.....	114.4	114.6	117.8	88.82	89.54	84.77
Telecommunication equipment.....	220.8	222.4	219.4	79.42	78.19	77.31
Non-metallic mineral products.....	149.3	152.3	140.1	80.66	80.57	78.44
Clay products.....	104.8	105.9	108.4	75.56	74.79	71.86
Glass and glass products.....	152.8	154.1	135.5	76.00	75.91	75.89
Products of petroleum and coal.....	136.3	138.3	138.2	111.01	110.73	104.62
Chemical products.....	131.6	132.6	130.5	88.48	87.74	84.54
Medicinal and pharmaceutical preparations.....	120.7	120.0	118.9	77.73	77.62	75.27
Acids, alkalis and salts.....	148.7	151.9	144.5	99.09	98.79	95.29
Miscellaneous manufacturing industries.....	131.6	132.0	124.6	67.99	67.32	65.41
<b>Construction</b> .....	<b>146.7</b>	<b>151.7</b>	<b>137.5</b>	<b>79.12</b>	<b>79.79</b>	<b>75.20</b>
Building and general engineering.....	145.9	149.1	136.9	86.09	86.75	82.11
Highways, bridges and streets.....	147.9	155.9	138.7	68.00	69.03	64.26
Electric and motor transportation.....	132.6	132.8	127.1	79.14	78.70	75.36
<b>Service</b> .....	<b>140.5</b>	<b>144.6</b>	<b>135.6</b>	<b>50.96</b>	<b>50.42</b>	<b>48.66</b>
Hotels and restaurants.....	128.3	134.8	125.2	40.27	39.86	39.27
Laundries and drycleaning plants.....	114.1	114.8	115.3	45.55	45.27	43.61
<b>Industrial composite</b> .....	<b>124.4</b>	<b>125.6</b>	<b>120.1</b>	<b>74.67</b>	<b>74.30</b>	<b>71.13</b>

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958	Oct. 1959	Sept. 1959	Oct. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining.....</b>	<b>42.1</b>	<b>41.9</b>	<b>42.4</b>	<b>2.04</b>	<b>2.04</b>	<b>1.95</b>	<b>86.13</b>	<b>85.45</b>	<b>82.72</b>
Metal mining.....	42.0	41.9	42.9	2.13	2.13	2.03	89.31	89.16	87.22
Gold.....	42.9	42.7	43.5	1.62	1.62	1.53	69.64	69.30	68.86
Other metal.....	41.6	41.6	42.7	2.32	2.31	2.24	96.48	96.33	95.52
Fuels.....	41.4	41.0	40.4	1.93	1.93	1.86	79.86	79.08	75.22
Coal.....	41.6	40.9	40.2	1.76	1.75	1.73	73.17	71.39	69.47
Oil and natural gas.....	41.2	41.3	41.0	2.23	2.24	2.12	91.80	92.65	87.00
Non-metal.....	43.9	43.2	43.3	1.83	1.79	1.74	80.46	77.47	75.21
<b>Manufacturing.....</b>	<b>41.2</b>	<b>41.2</b>	<b>40.8</b>	<b>1.74</b>	<b>1.72</b>	<b>1.66</b>	<b>71.64</b>	<b>71.13</b>	<b>67.52</b>
Durable goods.....	41.7	41.7	40.9	1.89	1.88	1.79	78.78	78.38	73.21
Non-durable goods.....	40.8	40.8	40.6	1.59	1.57	1.53	64.75	64.27	62.12
Food and beverages.....	40.7	40.3	40.9	1.53	1.50	1.45	62.30	60.32	59.47
Meat products.....	41.2	42.1	41.3	1.83	1.83	1.75	75.53	76.99	72.11
Canned and preserved fruits and vegetables.....	38.8	38.5	38.9	1.19	1.12	1.14	46.30	43.16	44.42
Grain mill products.....	42.9	41.6	42.9	1.68	1.65	1.62	72.04	68.87	69.71
Bread and other bakery products.....	42.1	42.3	42.5	1.42	1.42	1.37	59.66	60.06	58.14
Distilled liquors.....	40.5	39.8	40.4	1.83	1.90	1.84	74.28	75.90	74.17
Malt liquors.....	39.8	38.7	38.5	2.20	2.13	2.06	87.50	82.48	79.12
Tobacco and tobacco products.....	40.4	39.9	39.5	1.75	1.74	1.63	70.54	69.43	64.31
Rubber products.....	42.2	42.3	41.5	1.82	1.80	1.73	76.53	76.35	71.84
Leather products.....	39.5	40.1	39.7	1.19	1.18	1.15	47.07	47.21	45.58
Boots and shoes (except rubber).....	38.8	39.9	38.6	1.15	1.14	1.10	44.75	45.49	42.31
Other leather products.....	40.9	40.5	42.0	1.27	1.26	1.25	52.03	50.99	52.50
Textile products (except clothing).....	43.1	42.7	42.2	1.30	1.30	1.26	56.04	55.48	53.38
Cotton yarn and broad woven goods.....	41.3	40.8	39.3	1.30	1.29	1.25	53.85	52.73	49.24
Woolen goods.....	44.2	43.8	43.6	1.22	1.22	1.19	53.86	53.43	51.80
Synthetic textiles and silk.....	44.4	43.9	44.0	1.39	1.39	1.36	61.68	60.85	59.80
Clothing (textile and fur).....	39.0	39.6	38.9	1.12	1.12	1.08	43.49	44.44	42.21
Men's clothing.....	37.9	39.0	37.6	1.14	1.14	1.10	43.18	44.67	41.47
Women's clothing.....	37.4	38.4	37.2	1.17	1.20	1.13	43.78	46.06	41.96
Knit goods.....	41.9	41.4	42.1	1.04	1.03	1.02	43.42	42.59	42.98
*Wood products.....	42.7	42.1	42.1	1.53	1.53	1.47	65.52	64.35	61.80
Saw and planing mills.....	42.1	41.4	41.4	1.63	1.62	1.56	68.77	67.29	64.54
Furniture.....	44.4	44.0	43.8	1.40	1.40	1.35	61.98	61.50	59.26
Other wood products.....	42.2	41.7	42.1	1.32	1.30	1.24	55.80	54.29	52.25
Paper products.....	41.7	41.4	41.1	2.01	2.00	1.93	83.66	83.00	79.45
Pulp and paper mills.....	41.6	41.2	40.9	2.16	2.15	2.09	89.77	88.69	85.36
Other paper products.....	42.1	42.1	41.9	1.58	1.59	1.53	66.67	67.01	64.15
Printing, publishing and allied industries.....	40.1	40.3	39.7	2.09	2.10	2.00	83.89	84.45	79.60
*Iron and steel products.....	41.8	41.7	41.0	2.04	2.03	1.91	85.24	84.53	78.27
Agricultural implements.....	39.2	39.6	39.9	2.00	2.02	1.90	78.36	79.95	75.85
Fabricated and structural steel.....	40.6	40.5	40.6	1.98	1.96	1.90	80.32	79.27	77.06
Hardware and tools.....	42.4	42.7	41.2	1.77	1.77	1.68	74.95	75.51	69.13
Heating and cooking appliances.....	42.6	42.8	42.5	1.73	1.74	1.66	73.80	74.54	70.68
Iron castings.....	42.2	42.3	41.5	1.95	1.94	1.87	82.33	82.27	77.69
Machinery Industrial.....	41.9	42.2	40.7	1.91	1.90	1.81	80.07	79.98	73.63
Primary iron and steel.....	42.0	41.1	40.3	2.42	2.38	2.27	101.77	97.75	91.44
Sheet metal products.....	42.0	42.4	40.6	1.97	2.00	1.89	82.83	84.83	76.69
*Transportation equipment.....	40.6	41.0	38.9	2.02	2.01	1.92	81.96	82.51	74.49
Aircraft and parts.....	42.8	41.5	40.6	2.00	1.96	1.97	85.58	81.55	79.86
Motor vehicles.....	39.7	42.1	36.4	2.24	2.24	2.11	89.07	94.38	76.73
Motor vehicle parts and accessories.....	40.5	41.0	38.6	1.96	1.97	1.87	79.63	80.72	72.14
Railroad and rolling stock equipment.....	39.7	39.8	39.4	1.95	1.94	1.79	77.41	77.33	70.53
Shipbuilding and repairing.....	40.5	40.5	38.4	1.93	1.93	1.87	78.36	78.15	71.92
*Non-ferrous metal products.....	41.0	40.8	41.3	1.99	1.98	1.91	81.46	80.68	78.97
Aluminum products.....	43.1	42.1	42.8	1.75	1.75	1.68	75.44	73.86	71.82
Brass and copper products.....	40.3	41.7	41.7	1.86	1.89	1.83	75.15	78.56	76.44
Smelting and refining.....	40.4	40.1	40.5	2.22	2.20	2.18	89.74	88.38	88.33
*Electrical apparatus and supplies.....	41.2	41.4	40.9	1.78	1.78	1.72	73.31	73.68	70.51
Heavy electrical machinery and equipment.....	40.5	41.1	40.0	1.99	1.99	1.92	80.64	81.96	76.76
Telecommunication equipment.....	41.1	40.9	41.2	1.59	1.58	1.55	65.51	64.72	64.02
Refrigerators, vacuum cleaners and appliances.....	41.5	41.8	41.7	1.81	1.78	1.74	75.05	74.45	72.68
Wire and cable.....	42.4	43.0	40.6	1.99	2.01	1.88	84.52	86.58	76.37
Miscellaneous electrical products.....	41.0	41.1	40.8	1.68	1.68	1.63	68.85	69.18	66.59
*Non-metallic mineral products.....	44.2	44.4	44.2	1.74	1.74	1.70	76.90	77.17	74.96
Clay products.....	43.6	43.8	43.3	1.63	1.61	1.57	70.99	70.53	67.98
Glass and glass products.....	42.3	42.6	43.0	1.71	1.71	1.68	72.27	72.77	72.46
Products of petroleum and coal.....	41.1	40.8	40.7	2.44	2.43	2.29	100.52	99.21	93.33
Chemical products.....	41.2	41.1	41.2	1.90	1.90	1.84	78.12	78.02	75.64
Medicinal and pharmaceutical preparations.....	40.7	41.2	40.9	1.44	1.44	1.40	58.65	59.38	57.46
Acids, alkalis and salts.....	41.4	41.3	41.3	2.19	2.19	2.12	90.61	90.34	87.47
Miscellaneous manufacturing industries.....	42.2	42.2	42.0	1.41	1.40	1.37	59.63	59.25	57.67
<b>Construction.....</b>	<b>41.5</b>	<b>42.5</b>	<b>41.5</b>	<b>1.87</b>	<b>1.86</b>	<b>1.77</b>	<b>77.58</b>	<b>78.82</b>	<b>73.54</b>
Building and general engineering.....	41.0	41.9	41.6	2.04	2.03	1.93	83.62	85.00	80.16
Highways, bridges and streets.....	42.3	43.4	41.4	1.57	1.56	1.50	66.22	67.75	61.98
Electric and motor transportation.....	44.5	44.7	44.4	1.77	1.76	1.70	78.89	78.82	75.35
<b>Service.....</b>	<b>39.5</b>	<b>39.6</b>	<b>39.4</b>	<b>1.01</b>	<b>1.00</b>	<b>0.98</b>	<b>39.85</b>	<b>39.51</b>	<b>38.57</b>
Hotels and restaurants.....	39.4	39.5	39.3	0.99	0.98	0.96	39.00	38.53	37.73
Laundries and dry cleaning plants.....	40.5	40.8	40.2	0.98	0.97	0.97	39.56	39.66	38.99

\* Durable manufactured goods industries.



**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours & Hourly Earnings: Prices & Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	118.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	118.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	128.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October <sup>(1)</sup> .....	41.2	1.74	71.64	171.6	128.0	134.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\*Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfiled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959 <sup>(1)</sup> .....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960 <sup>(1)</sup> .....	9,097	9,779	18,876	522,206	157,962	680,168

\* Current Vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
NOVEMBER 30, 1959<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Oct. 30, 1959	Nov. 28, 1958
<b>Agriculture, Fishing, Trapping.....</b>	<b>220</b>	<b>80</b>	<b>300</b>	— 181	— 50
<b>Forestry.....</b>	<b>1,396</b>	<b>3</b>	<b>1,399</b>	— 907	+ 854
<b>Mining, Quarrying and Oil wells.....</b>	<b>349</b>	<b>31</b>	<b>380</b>	— 91	+ 120
Metal Mining.....	229	12	241	— 80	+ 89
Fuels.....	70	10	80	— 7	+ 7
Non-Metal Mining.....	4	3	7	— 23	+ 2
Quarrying, Clay and Sand Pits.....	11	—	11	— 4	+ 9
Prospecting.....	35	6	41	+ 23	+ 13
<b>Manufacturing.....</b>	<b>2,287</b>	<b>1,591</b>	<b>3,878</b>	— 842	+ 1,104
Foods and Beverages.....	157	130	287	— 130	+ 14
Tobacco and Tobacco Products.....	6	54	60	+ 49	+ 55
Rubber Products.....	20	11	31	— 10	+ 6
Leather Products.....	47	91	138	— 14	+ 24
Textile Products (except clothing).....	80	84	164	— 65	+ 23
Clothing (textile and fur).....	64	660	724	+ 224	+ 261
Wood Products.....	228	47	275	— 57	+ 80
Paper Products.....	68	30	98	— 72	+ 9
Printing, Publishing and Allied Industries.....	141	111	252	+ 42	+ 107
Iron and Steel Products.....	449	98	547	— 128	+ 104
Transportation Equipment.....	402	46	448	— 119	+ 145
Non-Ferrous Metal Products.....	128	46	174	— 42	+ 106
Electrical Apparatus and Supplies.....	193	55	248	— 33	+ 100
Non-Metallic Mineral Products.....	90	16	106	— 3	+ 33
Products of Petroleum and Coal.....	18	8	26	+ 8	— 4
Chemical Products.....	123	58	181	— 2	+ 27
Miscellaneous Manufacturing Industries.....	73	46	119	— 42	+ 14
<b>Construction.....</b>	<b>1,220</b>	<b>51</b>	<b>1,271</b>	— 474	+ 355
General Contractors.....	789	28	817	— 212	+ 273
Special Trade Contractors.....	431	23	454	— 262	+ 82
<b>Transportation, Storage and Communication.....</b>	<b>542</b>	<b>142</b>	<b>684</b>	— 191	+ 160
Transportation.....	397	78	475	— 200	+ 80
Storage.....	20	4	24	— 16	— 1
Communication.....	125	60	185	+ 25	+ 81
<b>Public Utility Operation.....</b>	<b>72</b>	<b>23</b>	<b>95</b>	+ 42	+ 34
<b>Trade.....</b>	<b>1,530</b>	<b>2,063</b>	<b>3,613</b>	— 750	+ 399
Wholesale.....	562	339	901	— 195	+ 211
Retail.....	968	1,744	2,712	— 555	+ 188
<b>Finance, Insurance and Real Estate.....</b>	<b>452</b>	<b>458</b>	<b>910</b>	— 15	+ 124
<b>Service.....</b>	<b>6,563</b>	<b>8,255</b>	<b>14,818</b>	+ 5,672	+ 2,755
Community or Public Service.....	201	1,082	1,883	+ 141	+ 823
Government Service.....	5,533	1,739	7,272	+ 6,395	+ 883
Recreation Service.....	47	42	89	— 55	+ 14
Business Service.....	457	240	697	+ 89	+ 238
Personal Service.....	325	4,552	4,877	— 898	+ 797
<b>GRAND TOTAL.....</b>	<b>14,631</b>	<b>12,717</b>	<b>27,348</b>	<b>+ 2,263</b>	<b>+ 5,855</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT DECEMBER 3, 1959<sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers...	1,527	1,244	2,771	6,556	1,812	8,368
Clerical Workers.....	5,408	3,972	9,380	15,204	45,226	60,430
Sales Workers.....	946	1,268	2,214	6,399	13,976	20,375
Personal and Domestic Service Workers.	359	4,907	5,266	33,646	25,392	59,038
Seamen.....	1	—	1	1,986	2	1,988
Agriculture, Fishing, Forestry (Ex. log.)	172	10	182	5,033	489	5,522
Skilled and Semiskilled Workers.....	4,432	915	5,347	161,000	25,088	186,088
Food and kindred products (incl. tobacco).....	55	9	64	1,424	574	1,998
Textiles, clothing, etc.....	51	708	759	3,332	16,403	20,335
Lumber and lumber products.....	1,315	1	1,316	12,898	157	13,055
Pulp, paper (incl. printing).....	53	7	60	983	512	1,495
Leather and leather products.....	20	53	73	1,339	1,340	2,679
Stone, clay and glass products.....	13	—	13	534	62	596
Metalworking.....	463	7	470	20,222	960	21,182
Electrical.....	78	7	85	2,779	1,042	3,821
Transportation equipment.....	4	1	5	1,695	142	1,837
Mining.....	139	—	139	1,872	—	1,872
Construction.....	522	—	522	48,551	14	48,565
Transportation (except seamen).....	639	14	653	28,257	143	28,400
Communication and public utility...	30	—	30	815	3	818
Trade and service.....	116	74	190	5,423	2,285	7,708
Other skilled and semiskilled.....	856	21	877	21,802	1,080	22,882
Foremen.....	40	13	53	3,154	328	3,482
Apprentices.....	38	—	38	5,320	43	5,363
Unskilled Workers.....	2,356	358	2,714	135,207	25,870	161,077
Food and tobacco.....	19	114	133	5,494	7,027	12,521
Lumber and lumber products.....	77	1	78	13,111	394	13,505
Metalworking.....	42	10	52	6,531	695	7,226
Construction.....	1,567	1	1,568	68,431	—	68,431
Other unskilled workers.....	651	232	883	41,640	17,754	59,394
<b>GRAND TOTAL.....</b>	<b>15,201</b>	<b>12,674</b>	<b>27,875</b>	<b>365,031</b>	<b>137,855</b>	<b>502,886</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
<b>Newfoundland</b> .....	<b>391</b>	<b>395</b>	<b>164</b>	<b>12,686</b>	<b>5,821</b>	<b>12,329</b>
Corner Brook.....	26	20	6	2,523	1,437	2,866
Grand Falls.....	12	21	5	1,232	516	1,509
St. John's.....	353	354	153	8,931	3,868	7,954
<b>Prince Edward Island</b> .....	<b>89</b>	<b>260</b>	<b>123</b>	<b>3,028</b>	<b>1,123</b>	<b>2,095</b>
Charlottetown.....	61	91	82	1,997	749	1,442
Summerside.....	28	169	41	1,031	374	656
<b>Nova Scotia</b> .....	<b>1,159</b>	<b>650</b>	<b>1,124</b>	<b>20,035</b>	<b>12,150</b>	<b>18,352</b>
Amherst.....	15	12	6	815	447	670
Bridgewater.....	11	18	26	1,259	672	973
Halifax.....	891	405	867	5,212	3,935	4,333
Inverness.....				545	180	394
Kentville.....	58	81	83	1,685	761	1,308
Liverpool.....	6	9	1	495	261	577
New Glasgow.....	16	31	56	2,587	1,283	2,620
Springhill.....		4		1,205	826	1,254
Sydney.....	57	24	15	3,247	2,243	3,516
Truro.....	33	28	18	1,339	739	1,266
Yarmouth.....	72	68	52	1,646	833	1,441
<b>New Brunswick</b> .....	<b>1,071</b>	<b>725</b>	<b>570</b>	<b>19,967</b>	<b>10,419</b>	<b>18,145</b>
Bathurst.....	9	37	4	2,809	825	2,249
Campbellton.....	40	28	47	1,118	708	1,186
Edmundston.....	30	4	7	1,170	479	1,196
Fredericton.....	130	155	87	1,723	942	1,380
Minto.....	42	45	17	454	256	529
Moncton.....	397	165	238	4,979	2,561	4,186
Newcastle.....	2	2		1,875	911	1,723
Saint John.....	271	213	116	2,494	1,934	2,814
St. Stephen.....	35	18	29	1,647	986	1,461
Sussex.....	45	13	21	544	306	456
Woodstock.....	70	45	4	1,154	511	965
<b>Quebec</b> .....	<b>5,005</b>	<b>6,607</b>	<b>3,355</b>	<b>146,282</b>	<b>89,386</b>	<b>140,295</b>
Alma.....	5	17	31	2,043	1,261	1,641
Asbestos.....	2	30	5	629	366	658
Baie Comeau.....	109	140		560	337	
Beauharnois.....	14	24	21	1,092	605	967
Buckingham.....	10	68	21	914	501	845
Causapscal.....	210	14	207	961	545	1,267
Chandler.....	22	11	7	830	223	672
Chicoutimi.....	99	533	98	1,584	1,209	1,639
Cowansville.....	13	18		428	265	
Dolbeau.....	2	66	7	801	531	746
Drummondville.....	34	33	19	1,984	1,250	1,668
Farnham.....	7	16	9	692	521	870
Forestville.....	77	398	14	473	224	1,009
Gaspé.....	2	1	3	904	212	580
Granby.....	16	19	21	1,392	1,022	1,669
Hull.....	21	33	15	3,283	1,708	2,693
Joliette.....	97	78	44	3,657	1,987	2,794
Jonquière.....	12	23	15	2,203	1,279	1,946
Lachute.....	26	16	17	623	417	571
La Malbaie.....	6	10	9	1,143	473	903
La Tuque.....	518	561	70	798	575	938
Lévis.....	31	58	88	2,900	1,555	2,909
Louiseville.....	7	22	20	623	529	876
Magog.....	2	2	5	872	613	541
Maniwaki.....	11	133	3	514	254	543
Matane.....	26	11	4	1,352	396	1,488
Mégantic.....		2	5	962	470	642
Mont-Laurier.....	31	37	3	569	218	592
Montmagny.....	5	25	12	1,156	491	950
Montreal.....	1,805	2,315	1,388	54,708	36,161	55,118
New Richmond.....	10	3	5	1,112	275	791
Port Alfred.....	2			547	327	401
Quebec.....	295	430	294	11,319	7,079	10,302
Rimouski.....	78	88	76	2,745	1,127	2,372
Rivière du Loup.....	7	21	10	2,577	990	2,403
Roberval.....	15	223	75	826	581	855
Rouyn.....	109	44	69	2,027	1,327	1,953
Ste. Agathe.....	48	14	52	896	432	824
Ste. Anne de Bellevue.....	63	66	22	942	521	805
Ste. Thérèse.....	26	29	33	2,171	1,149	1,532
St. Hyacinthe.....	67	62	24	2,189	1,461	1,639
St. Jean.....	64	58	37	2,062	1,517	1,777
St. Jérôme.....	93	65	26	1,762	981	1,971
Sept-Îles.....	177	192	65	1,094	697	1,264
Shawinigan.....	188	68	26	3,371	1,967	3,880
Sherbrooke.....	137	157	135	4,594	3,122	4,158
Sorel.....	34	37	19	2,326	1,326	3,698
Thetford Mines.....	74	68	19	1,643	1,343	1,406
Trois-Rivières.....	147	146	133	4,333	2,559	3,930

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
<b>Quebec—Cont'd.</b>						
Val d'Or.....	43	22	3	1,582	1,118	1,641
Valleyfield.....	19	18	23	1,837	1,260	2,017
Victoriaville.....	12	22	21	1,899	1,105	1,573
Ville St. Georges.....	77	70	17	1,678	924	1,488
<b>Ontario</b>	<b>10,915</b>	<b>8,933</b>	<b>8,046</b>	<b>176,818</b>	<b>108,682</b>	<b>150,617</b>
Arnprior.....	92	39	26	278	180	259
Barrie.....	10	22	32	1,311	882	1,070
Belleville.....	36	39	12	1,614	1,047	1,542
Bracebridge.....	28	46	88	1,141	479	920
Brampton.....	30	37	27	1,584	1,388	816
Brantford.....	87	94	52	2,692	1,693	2,060
Brockville.....	42	43	25	520	348	577
Carleton Place.....	4	6	2	341	180	328
Chatham.....	48	68	40	1,838	1,236	2,014
Cobourg.....	21	39	6	1,062	460	618
Collingwood.....	6	32	19	585	380	673
Cornwall.....	113	92	54	2,927	1,962	2,867
Elliot Lake.....	38	88	.....	367	300	.....
Fort Erie.....	2	4	5	732	426	710
Fort Frances.....	23	22	51	518	269	483
Fort William.....	139	77	142	2,520	1,231	2,382
Galt.....	81	82	71	1,364	923	1,240
Gananoque.....	5	7	1	295	142	280
Goderich.....	11	41	18	513	324	340
Guelph.....	50	44	35	1,574	1,212	1,201
Hamilton.....	727	882	508	12,708	8,366	13,595
Hawkesbury.....	17	24	11	754	372	702
Kapuskasing.....	8	23	39	677	516	870
Kenora.....	12	18	9	788	359	745
Kingston.....	59	92	84	2,174	1,386	1,760
Kirkland Lake.....	97	61	20	1,281	701	1,293
Kitchener.....	89	164	99	1,998	1,159	1,895
Leamington.....	88	23	23	1,248	885	867
Lindsay.....	29	11	1	833	378	533
Listowel.....	15	24	15	337	141	296
London.....	1,067	555	872	4,925	3,230	4,181
Long Branch.....	90	137	87	3,697	2,644	3,027
Midland.....	20	15	15	937	413	801
Napanee.....	4	5	4	603	276	502
Newmarket.....	27	101	48	1,390	941	938
Niagara Falls.....	221	35	152	2,528	1,561	2,348
North Bay.....	12	22	36	1,570	1,009	1,653
Oakville.....	145	105	63	828	578	699
Orillia.....	23	25	22	1,019	526	877
Oshawa.....	108	111	77	10,808	3,473	3,023
Ottawa.....	1,671	887	1,670	6,064	3,890	5,134
Owen Sound.....	94	51	7	1,508	697	1,342
Parry Sound.....	2	.....	1	496	304	499
Pembroke.....	52	90	45	1,692	1,034	1,645
Perth.....	18	19	21	324	261	435
Peterborough.....	62	62	37	3,063	2,050	2,719
Pictou.....	7	11	11	524	244	387
Port Arthur.....	300	131	209	3,290	1,891	3,927
Port Colborne.....	8	4	6	961	420	816
Prescott.....	14	30	12	758	458	742
Renfrew.....	9	8	2	568	289	588
St. Catharines.....	93	158	74	6,122	2,571	3,448
St. Thomas.....	33	52	50	1,512	1,130	845
Sarnia.....	63	58	78	2,175	1,332	2,235
Sault Ste. Marie.....	374	288	223	1,659	1,107	1,868
Simcoe.....	35	40	2	1,067	603	777
Sioux Lookout.....	9	12	9	188	119	238
Smiths Falls.....	10	7	14	425	246	469
Stratford.....	30	25	39	825	507	872
Sturgeon Falls.....	1	8	3	892	616	1,285
Sudbury.....	222	117	197	3,697	2,037	5,791
Tillsonburg.....	13	26	.....	397	417	.....
Timmins.....	69	71	28	1,993	1,230	1,979
Toronto.....	3,428	2,852	2,024	39,758	28,243	35,006
Trenton.....	62	79	44	855	510	779
Walkerton.....	26	58	29	707	425	363
Wallaceburg.....	4	8	1	731	426	591
Welland.....	47	50	32	1,633	983	1,962
Weston.....	100	135	119	3,764	3,230	2,166
Windsor.....	329	182	97	13,019	6,122	9,393
Woodstock.....	26	59	.....	1,082	714	.....
<b>Manitoba</b>	<b>3,909</b>	<b>2,838</b>	<b>3,874</b>	<b>19,278</b>	<b>11,360</b>	<b>19,591</b>
Brandon.....	183	167	274	2,098	1,075	1,519
Dauphin.....	11	16	12	1,431	573	1,205
Flin Flon.....	40	26	19	271	205	253
Portage La Prairie.....	69	44	45	1,118	601	844
The Pas.....	59	61	58	336	203	358
Winnipeg.....	3,547	2,524	3,466	14,024	8,603	15,412



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 3, 1959**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958	(1) Dec. 3, 1959	Previous Month Oct. 29, 1959	Previous Year Nov. 27, 1958
<b>Saskatchewan.....</b>	<b>754</b>	<b>763</b>	<b>737</b>	<b>16,095</b>	<b>8,161</b>	<b>12,688</b>
Estevan.....	45	42	52	498	292	384
Lloydminster.....	6	14	.....	364	159	.....
Moose Jaw.....	212	123	201	1,475	830	1,106
North Battleford.....	22	23	35	1,035	521	1,078
Prince Albert.....	35	41	47	1,929	1,081	1,651
Regina.....	158	218	155	3,656	1,987	3,062
Saskatoon.....	134	165	138	3,643	1,833	2,797
Swift Current.....	56	47	38	815	331	552
Weyburn.....	27	24	19	462	214	331
Yorkton.....	59	66	52	2,218	913	1,727
<b>Alberta.....</b>	<b>2,364</b>	<b>2,058</b>	<b>1,754</b>	<b>27,076</b>	<b>14,488</b>	<b>23,539</b>
Blairmore.....	1	19	2	498	200	585
Calgary.....	917	631	547	9,411	5,354	7,439
Drumheller.....	16	25	18	372	171	273
Edmonton.....	1,028	1,032	841	12,259	6,487	10,904
Edson.....	12	27	17	518	373	474
Lethbridge.....	114	104	108	1,989	935	2,018
Medicine Hat.....	194	141	165	935	444	939
Red Deer.....	82	79	56	1,094	524	907
<b>British Columbia.....</b>	<b>2,218</b>	<b>1,751</b>	<b>1,584</b>	<b>61,621</b>	<b>42,333</b>	<b>57,737</b>
Chilliwack.....	16	27	35	1,738	829	1,770
Courtenay.....	4	23	4	799	514	1,017
Cranbrook.....	16	23	58	899	475	709
Dawson Creek.....	16	22	11	1,138	627	1,029
Duncan.....	22	19	16	736	477	744
Kamloops.....	76	8	15	1,289	763	1,122
Kelowna.....	6	20	7	1,188	481	1,043
Kitimat.....	15	37	7	214	147	417
Mission City.....	11	6	28	1,371	684	990
Nanaimo.....	11	14	14	1,000	740	1,433
Nelson.....	14	10	6	1,181	617	871
New Westminster.....	268	198	267	8,458	6,036	7,934
Penticton.....	7	14	7	1,307	486	1,016
Port Alberni.....	24	16	24	698	520	1,022
Prince George.....	89	50	82	2,343	1,918	2,778
Prince Rupert.....	17	6	20	1,540	1,157	1,659
Princeston.....	6	11	4	431	203	267
Quesnel.....	28	11	.....	1,176	922	.....
Trail.....	63	46	20	995	609	792
Vancouver.....	1,069	1,012	655	25,825	19,286	24,919
Vernon.....	18	14	19	1,884	858	1,479
Victoria.....	399	144	266	4,847	3,647	4,225
Whitehorse.....	23	20	19	564	337	501
<b>Canada.....</b>	<b>27,875</b>	<b>25,010</b>	<b>21,331</b>	<b>502,886</b>	<b>303,223</b>	<b>455,391</b>
Males.....	15,201	11,997	11,579	365,031	195,816	329,050
Females.....	12,674	13,013	9,752	137,855	107,407	126,341

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (11 months).....	768,497	501,640	266,857	50,898	183,798	263,560	163,780	106,461
1959 (11 months).....	911,272	613,613	297,659	63,094	222,675	311,944	199,070	117,489

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
NOVEMBER 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.0	16,000	344,445
Prince Edward Island.....	0.8	3,061	55,575
Nova Scotia.....	9.1	36,501	664,598
New Brunswick.....	7.6	30,353	580,140
Quebec.....	63.3	253,389	5,163,388
Ontario.....	75.8	303,068	6,451,705
Manitoba.....	7.8	31,424	657,042
Saskatchewan.....	5.3	21,339	439,003
Alberta.....	9.6	38,251	819,390
British Columbia.....	26.3	105,065	2,304,090
Total, Canada, November 1959.....	209.6	838,456	17,479,376
Total, Canada, October 1959.....	159.8	671,150	13,765,735
Total, Canada, November 1958.....	262.5	997,573	21,134,688

**TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-  
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, NOVEMBER 30, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	Novem- ber 28, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	417,541	209,025	57,717	57,075	30,120	17,476	12,195	33,933	32.0	419,233
Male.....	308,477	170,640	44,973	39,898	18,484	9,801	6,355	18,326	34.4	311,585
Female.....	109,064	38,385	12,744	17,177	11,636	7,675	5,840	15,607	25.0	107,648
Newfoundland.....	12,427	7,420	1,477	1,369	690	340	212	919	77.1	13,714
Male.....	11,341	7,067	1,364	1,205	569	258	150	728	79.6	12,618
Female.....	1,086	353	113	164	121	82	62	191	51.5	1,096
Prince Edward Island....	2,626	1,794	252	231	110	62	54	123	73.8	2,560
Male.....	2,063	1,512	183	179	63	31	28	52	76.1	2,011
Female.....	573	282	64	52	47	31	26	71	65.6	549
Nova Scotia.....	17,197	7,958	2,055	2,412	1,394	845	582	1,951	49.7	19,123
Male.....	13,984	6,939	1,713	1,937	1,006	605	375	1,409	52.2	15,722
Female.....	3,213	1,019	342	475	388	240	207	542	40.4	3,401
New Brunswick.....	16,845	8,808	2,218	2,492	1,047	591	402	1,287	62.4	18,017
Male.....	13,068	7,329	1,792	1,768	685	389	247	858	64.7	14,382
Female.....	3,777	1,479	426	724	362	202	155	429	54.4	3,635
Quebec.....	122,529	59,114	16,761	18,019	9,397	5,641	3,672	9,925	30.7	134,153
Male.....	87,818	46,640	12,672	12,700	5,852	3,124	1,810	5,020	33.1	99,361
Female.....	34,711	12,474	4,089	5,319	3,545	2,517	1,862	4,905	24.6	34,792
Ontario.....	143,364	69,766	21,127	17,794	10,377	6,250	4,757	13,293	22.0	131,485
Male.....	102,746	56,185	16,282	11,461	6,048	3,351	2,481	6,938	22.2	91,549
Female.....	40,618	13,581	4,845	6,333	4,329	2,899	2,276	6,355	21.4	39,936
Manitoba.....	16,268	8,769	2,535	2,109	843	594	372	1,046	32.4	16,787
Male.....	12,365	7,341	2,014	1,507	444	309	192	558	36.9	12,526
Female.....	3,903	1,428	521	602	399	285	180	488	18.1	4,261
Saskatchewan.....	12,623	7,247	1,675	1,832	645	380	239	605	53.0	11,193
Male.....	9,816	6,293	1,368	1,315	327	159	92	262	59.1	8,823
Female.....	2,807	954	307	517	318	221	147	343	31.8	2,370
Alberta.....	22,088	12,294	3,187	2,913	1,259	784	485	1,166	32.2	21,702
Male.....	16,309	10,031	2,427	1,949	701	409	213	579	36.4	16,863
Female.....	5,779	2,263	760	964	558	375	272	587	20.5	4,839
British Columbia.....	51,574	25,855	6,430	7,904	4,358	1,989	1,420	3,618	28.3	50,499
Male.....	38,977	21,303	5,153	5,877	2,789	1,166	767	1,922	29.8	37,730
Female.....	12,597	4,552	1,277	2,027	1,569	823	653	1,696	23.5	12,769

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
NOVEMBER, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	8,974	7,665	1,309	4,872	3,530	1,342	5,382
Prince Edward Island.....	2,149	1,843	306	1,439	1,171	268	857
Nova Scotia.....	10,331	7,650	2,681	7,430	5,531	1,899	4,657
New Brunswick.....	10,900	8,265	2,635	8,019	6,013	2,006	4,675
Quebec.....	76,737	54,269	22,468	61,297	48,131	13,166	27,140
Ontario.....	96,778	62,487	34,291	78,569	63,291	15,278	31,301
Manitoba.....	11,867	8,851	3,016	10,086	7,566	2,520	3,482
Saskatchewan.....	9,196	6,877	2,319	7,459	5,477	1,982	3,106
Alberta.....	16,869	11,421	5,448	13,748	10,822	2,926	6,104
British Columbia.....	34,791	24,406	10,385	28,288	20,374	7,914	12,433
Total, Canada, November 1959	278,592	193,734	84,858	221,207	171,906	49,301	99,037
Total, Canada, October 1959...	151,191	96,354	54,837	138,239	99,922	38,317	41,652
Total, Canada, November 1958	246,568	164,223	82,345	202,057	152,930	49,127	88,814

\* In addition, revised claims received numbered 28,177.

† In addition, 26,146 revised claims were disposed of. Of these, 2,616 were special requests not granted and 1,167 were appeals by claimants. There were 5,918 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—October.....	4,096,100	3,845,500	250,600
September.....	4,028,000	3,826,400	201,600
August.....	4,009,000	3,799,000	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200



## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT BEGINNING OF DECEMBER 1959**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1958	Nov. 1959	Dec. 1959					
(1) St. John's, Nfld.....	112.6	114.6	114.6	111.5	115.2	105.7	109.1	127.5
Halifax.....	124.3	127.7	127.3	117.7	134.6	120.2	129.7	139.9
Saint John.....	126.7	129.2	129.1	122.9	138.2	117.4	124.9	142.9
Montreal.....	126.9	128.7	128.7	128.7	144.9	107.0	120.0	137.1
Ottawa.....	126.5	128.6	128.3	122.0	147.8	114.8	121.2	137.6
Toronto.....	129.1	130.5	130.1	120.6	153.5	114.5	123.7	139.1
Winnipeg.....	124.0	125.7	125.4	120.0	133.7	118.8	120.1	134.4
Saskatoon-Regina.....	122.7	124.6	124.0	119.4	124.4	120.4	125.5	130.1
Edmonton-Calgary.....	122.5	124.7	124.1	117.8	124.6	118.7	126.6	133.4
Vancouver.....	127.8	129.8	129.6	124.4	138.5	116.2	133.0	137.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May 1959 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	150	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,684,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,012	0.06
November.....	8	18	4,392	59,741	0.06
December.....	13	22	3,836	56,050	0.05

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS  
DECEMBER 1959, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	17	370
Fishing.....			
Mining.....			
Manufacturing.....	6	1,944	23,690
Construction.....	4	968	21,120
Transportation, etc.....	2	147	480
Public utilities.....	2	480	3,400
Trade.....	6	211	750
Service.....	1	69	1,240
All industries.....	22	3,836	56,050

**TABLE G-3—STRIKES AND LOCKOUTS,  
DECEMBER 1959, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	4	1,922	28,260
Ontario.....	12	1,428	25,110
Manitoba.....	2	445	1,890
Saskatchewan.....			
Alberta.....			
British Columbia.....	4	41	790
Federal.....			
All jurisdictions....	22	3,836	56,050

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
DECEMBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Decem- ber	Accu- mulated		
MANUFACTURING— <i>Tobacco and Tobacco products—</i> British Leaf Tobacco Co. of Canada, Chatham, Ont.	Unorganized	140	420	420	Dec. 9 Dec. 14	Piece work rates of tiers~ 50c. per cwt. increase in piece work rate.
<i>Textile products—</i> Dominion Textile Mills, Magog, Que.	Textile Federation (CCCL)	1,740 (85)	27,280	102,130	Sept. 28 .....	Wages~
CONSTRUCTION— General Contractors, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	950	20,900	32,300	Nov. 13 .....	Wages~
TRANSPORTATION ETC.— Ball Bros. Transport, Montreal, Trois Rivières and Eastern Township Centres, Que.	Teamsters Loc. 106 (CLC)	102	300	300	Dec. 15 Dec. 18	Wages, signing of an agree- ment ~ 25c. an hour in- crease, agreement to be signed later.
PUBLIC UTILITY OPERATION— Manitoba Hydro Electric, Board, Selkirk, Man.	Seven building trades unions (AFL-CIO/CLC)	400	1,800	1,800	Dec. 8 Dec. 15	Employment of non-union workers on the job~Ret- urn of workers, pending further negotiations.

Figures in parentheses show the number of workers indirectly affected.



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